

First Published
Murdoch
print union
may strike
after ballot

No 62,352

THE TIMES Tomorrow

Revolving-door Britain

Why some people
come in... and
others leave
Lady of letters
Russell Harty
meets author
Molly Keane

Slippery soap TV spin-off to create a new Dynasty

The team
Jock Stein built
Scotland manager
Alex Ferguson looks
forward to Mexico

Portfolio

Two readers shared the £2,000 Times Portfolio competition prize yesterday. Miss Christina Jones, of Greatby, Wirral, and Mr J Carter of Berkhamsted, each receive £1,000. Portfolio list, page 24; how to play, information service, back page

Changes in family TV viewing

Video recordings and multiple television ownership have changed the image of a family settling down to an evening's viewing, an Independent Broadcasting Authority survey has found. The survey is also cited to disprove public concern about television violence. Page 3

Double rebuff for Danes

Mr Uffe Ellermann-Jensen, the Danish Foreign Minister, met blunt refusals in London and Rome during a European tour aimed at re-opening negotiations on the EEC's reform package several last month. Fear of disaster, page 1. Leading article, page 17

Chess delay

The match between Gary Kasparov, the new world chess champion, and Anatoly Karpov is to be postponed for six months after a compromise negotiated in Moscow. Page 8

Cornhill buyer

Cornhill Insurance is being bought by Allianz Versicherungs of West Germany for £305 million, but Cornhill's sponsorship of cricket Test matches is unlikely to change. Page 21

Ulster view

"We feel bitter; they're trying to force us into a united Ireland," Bel Mooney spoke to ordinary Ulster people, including this widow, to capture the mood of a province defiant on the eve of 15 by-elections. Spectrum, page 14. Leading article, page 17

Kampala terror

Four children and several other people were shot dead by rampaging Ugandan Government troops after clashes with rebel guerrillas on the edge of the capital, Kampala. Earlier report, page 8

Geldof praise

After lunching with President Mitterrand in Paris, Bob Geldof, organizer of Live Aid, had his praise for French generosity in response to a request for famine aid Photograph, page 18

BT setback

British Telecom's planned purchase of Mitel, a Canadian telecommunications group, is expected to be blocked by the Monopolies and Mergers Commission. Page 21

Holmes out

Terry Holmes, the former Welsh rugby union captain injured in both matches he has played since turning to rugby league, will miss the rest of the season. Page 25

The innovators

There has been a quiet revolution in Whitehall and the Civil Service now needs more innovators and risk-takers, Mr Dennis Trevelyan, the First Civil Service Commissioner, says in an introduction to today's eight-page General Appointments section. Pages 33-40

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MPs name Civil Servant as source of Westland disclosure

Thatcher statement today on leak inquiry

By Anthony Bevins, Political Correspondent

Downing Street sources said last night that the Prime Minister would make a "full and robust" Commons statement this afternoon on the results of a Westland leak inquiry and that there was "no question" of a resignation after Mr Leon Brittan, Secretary of State for Trade and Industry, had announced yesterday that he had named the source of the leak as a civil servant.

Mr Brittan's future returned to the centre of Westminster speculation yesterday after his departmental head of information had been named in the House as the source of a Westland leak. If it was established that the Civil Servant leaked sensitive Westland information on the orders of Mr Brittan, or someone close to him, then the pressure for his resignation would become irresistible.

The Prime Minister's statement will concentrate on the results of a Cabinet Office inquiry into the leaking of a confidential letter from Sir Patrick Mayhew, the Solicitor General, to Mr Michael Heseltine, then Secretary of State for Defence, on January 6. The letter was leaked within hours of its delivery to Mr Heseltine, with the leaked and highly damaging extract that the Law Officer had accused his colleague of including a "material inaccuracy" in a letter he had written to a representative of the European consortium bidding against United Technologies-Fiat for a stake in Westland.



Mr Leon Brittan, Secretary of State for Trade and Industry, with Miss Colette Bower, head of information at the department, who is alleged to have "leaked" the Solicitor General's letter to Mr Heseltine.

Bank base rate set to rise today as pound slides

By David Smith and Edward Townsend

A rise in bank base rates of 1 or 1½ points, automatically triggering an increase in mortgage rates, is expected today after another bad day for the pound yesterday.

The Chancellor, Mr Nigel Lawson, has resisted pressure for such an increase, which would be the second this month. But the weakness of the pound its average value yesterday was the lowest for ten months - is likely to force his hand.

Mr Neil Kinnock, leader of the Labour Party, both in the House and behind the scenes, attempted to protect Miss Bower, head of information at the Department of Trade and Industry, from damaging publicity by fruitlessly asking ministers to put an end to the speculation.

Leaders of the Confederation of British Industry, at their monthly council meeting yesterday, appeared to accept the inevitability of a rise in base rates from 12.5 per cent.

but later it made up the ground against the weak pound. In New York last night the pound fell below \$1.39. "There's nothing there to hold up the pound, one foreign exchange dealer said. "Even a rise in base rates may only steady it."

The sharp fall yesterday occurred despite steady oil prices and gloomier US economic news. The price of North Sea Brent crude oil, for delivery in March, was about \$19.50 a barrel.

Any more LEAKS and we'll be calling it DOWNING ST.

Murdoch to see print leaders

By Donald Macintyre, Labour Editor

Mr Rupert Murdoch, chairman of News International, will today meet leaders of the print unions threatening industrial action against the company's Fleet Street newspapers. A company statement last night said that Mr Murdoch had agreed to the talks at the request of Miss Brenda Dean, general secretary of Sogat 82, the biggest print union, and that the talks would not concern the company's new high technology plant at Wapping in East London.

The company has said it does not intend to recognize production unions other than the electricians' union at the East London plant. The statement said that the talks would be about The Times and The Sunday Times at Gray's Inn Road and the Sun and News of the World at Bourville Street, where the company wants to negotiate new agreements, including changes in working levels and working practices.

The new moves came last night as the TUC sought to arrange a meeting within 48 hours of all five print unions. Continued on page 2, col 4

Peres plea to seize chance for peace

By Nicholas Ashford, Diplomatic Correspondent

Mr Shimon Peres, the Israeli Prime Minister, made a powerful plea for progress towards a Middle East peace settlement yesterday, but his talks with British Government leaders revealed there were still obstacles to direct talks between Israel and a Jordanian-Palestinian delegation.

Addressing a packed meeting at Chatham House, London, Mr Peres said that 1986 was "a crucial year" - maybe the last for peace. He urged King Hussein of Jordan and moderate Palestinian leaders "not to confine this moment to the fate of missed opportunities".

The Israeli leader, on the first day of an official visit to Britain, was clearly emphasizing the need to establish a mechanism for peace negotiations over the next nine months that would not be reversed by Mr Yitzhak Shamir, his coalition partner, due to take over as Prime Minister in October. Because of the sensitivity of the talks Mr Peres held yesterday with Mrs Margaret Thatcher and Sir Geoffrey Howe, the Foreign Secretary, British and Israeli officials agreed to reveal only the barest details.

Mr Peres was devoted, mainly to an exchange of views about how each believed the peace process could be advanced. Bilateral issues, including the British arms embargo on Israel, were touched on briefly. Mr Peres of the talks she had held with King Hussein in London last week, but British officials insisted she did not pass on any message from the Jordanian monarch.

Earlier, over breakfast, Sir Geoffrey had discussed the outcome of the visit which he paid to three Middle Eastern countries last week. "But I don't think either of them has any clearer idea how to advance the peace process," one British official observed. One of the main issues discussed at yesterday's meetings - and which will feature again when Mr Peres holds further talks in London this week with Mr Richard Murphy, the US Assistant Secretary of State for Middle East Affairs - is how to bring the Palestinians into the peace process. King Hussein is not prepared to take part in direct talks with Peres without the involvement of Mr Yassir Arafat, leader of the Palestinian Liberation Organization (PLO).

Side effects cause drug withdrawal

By Robin Young

The chemical company Hoechst yesterday announced that it has withdrawn the anti-depressant drug Merital, after a rapid increase in reports of serious side effects among patients using the drug in Britain.

Merital has been available for nine years, and Hoechst estimates that 500,000 patients in this country, and 15 million worldwide, have used it. The number currently being prescribed Merital in Britain was 50,000.

In Britain the company had received 296 adverse reaction reports to the drug, 14 involving haemolytic anaemia (damage to red blood cells). Following guidance by the Committee on Safety of Medicines last year and warnings from Hoechst, 17 of the haemolytic anaemia cases have come to light in the past six months, and four in the past three weeks. Merital is suspected of involvement in eight reported deaths, including three associated with haemolytic anaemia in Britain. Hoechst said there were indications that immune allergic reactions put patients at greater risk if they were receiving a second course.

Ships move in for last Aden rescue

By Our Diplomatic Correspondent

A big evacuation operation was under way last night to remove the remaining foreign nationals from Aden, where rival Marxist factions have been engaged in a bloody - and still unresolved - power struggle for the past nine days.

The Ministry of Defence said the Royal Yacht Britannia was among a number of vessels of various nationalities picking up several hundred foreigners had congregated from the surrounding countryside. British and French ships were standing offshore, waiting to carry evacuees to safety. The evacuation operation at Little Aden yesterday was delayed by a new outbreak of fighting in the capital and bad weather. Fifty-one rescued, page 12

Anger at siege Libyan's return

By Stewart Tendler

One of the Libyans besieged in the Libyan People's Bureau and then expelled after the murder of WPC Yvonne Fletcher has been allowed to return to Britain, it was revealed yesterday. Salah Abdesslem Ben Rabha, a film technician, was allowed into Britain last autumn after appealing for a visa to an immigration adjudicator. He wanted to join his British wife and five children, but the decision to let him return will raise questions and protests to the Home Office.

Mr Rabha has been interviewed by police and is not considered a suspect in the shooting of the WPC as she guarded a Libyan dissident demonstration in April, 1984. However, his return raises issues over the British stand on the incident.

One senior police officer expressed private anger yesterday at an apparent retreat in the Government position, and the Police Federation announced that it would raise Mr Rabha's return with the Home Secretary.

Mr Tony Judge, the Federation's spokesman, said Mr Hume, the Home Secretary, would be told of the Federation's concern. Mr Judge said: "We think it is disgusting. Why was he thrown out in the first place? It was considered necessary to expel him, so whatever explanation the Home Secretary gives, there is something wrong."

Mrs Queenie Fletcher, mother of the dead WPC, said: "I am really surprised. I am surprised that someone who was in the bureau in this country, I do see in our sense why they let him in, but it is hard to understand why really in the sense of justice. If it was the other way round I don't think it would happen. You would not be allowed to go there and they are still holding a number of Britons out there. I feel regret that the Government has not taken a firm line on this."

Mrs Fletcher lives in the village of Semley, Wilts, only about 30 miles from Mr Rabha's home. Mr Rabha came to Britain in 1974 after marrying his wife, Kathleen, a year earlier. The couple's fifth child was born a month before the siege, which started on April 17, 1984.

When it ended 11 days later Mr Rabha left the bureau with another 29 Libyans, some of them holding diplomatic immunity. He was taken to a Government college at Sunningdale before being put on an aircraft to Libya. In the Commons after the incident the Government said that two Libyans, holding diplomatic protection, had been identified from among the 30 as being key suspects. Police Continued on page 2, col 5

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Changes in television viewing

Boom in video recorders ends family occasion of watching programmes

By David Hewson, Arts Correspondent

The image of British families sitting around a television set for an evening's entertainment was no longer true, the Independent Broadcasting Authority said yesterday.

Its latest research showed that the ownership of video recorders and multiple television sets had altered viewing habits.

"The model of viewing is a family clustered round a set and it simply is not true."

Mr Michael Svennevig, the IBA research officer, said: "The IBA's audience research showed that 1985 was a watershed in the role of television in people's lives."

have different expectations and habits to bring to viewing and to using the television in ways other than merely to broadcast."

The norm of one television set for a family had disappeared, Mr Svennevig said.

Multiple set ownership, a minority factor in 1980, had increased to the extent that 54 per cent of homes had more than one set.

Mr John Whitney, IBA director-general, said: "We are no longer the landlords of the screen. The tenants are changing and there will be squatters before long."

uses for the television other than receiving live ITV or BBC, such as video recorders or home computers.

Mr David Glenross, IBA director of television, said of television entertainment: "There very rarely is a sense of occasion except on a major event. It is simply one more tool around the house."

"These findings show that broadcast television's monopoly over the use of TV sets is becoming greatly weakened. Most people now have the potential to choose between watching broadcasting and using the television for another purpose."

Viewers' opinions about television had remained relatively constant over the years, according to the survey. The medium was named as the most important source of news by 62 per cent of those interviewed, while newspapers were cited first by only 23 per cent.

Minority offended by violence

The survey's findings were cited by the Independent Broadcasting Authority as evidence in disprove rising public concern about the effects of television violence.

The authority is strongly opposed to the Obscene Publication Act's extension to television in a private members Bill to be considered in the Commons today.

authorities did intervene when programmes overstepped the mark, most recently in discussion with London Weekend Television about scenes in some episodes of the adventure programme, *Densley and Makepeace*.

Far from being desensitized towards violence by television, viewers had become more aware of the problem over the years, Mr Glenross said.

The nature of offences, in percentages

Table with 4 columns: Offence type, '83 '84 '85, '83 '84 '85, '83 '84 '85, '83 '84 '85. Rows include Not offended by channel, Offered by, Bad language, Violence, Sex.

Viewers' perception of television, in percentages

Table with 4 columns: Year (1975, 1983, 1984, 1985), Offense material not seen, Offensive material seen on, ITV, BBC1, BBC2, Channel 4.

Equal rights case over invalid care allowance

By Nicholas Timmins, Social Services Correspondent

The Government's refusal to pay a married woman to look after her invalid mother was the clearest possible piece of sex discrimination, the European Court of Justice was told yesterday.

Mrs Jacqueline Drake, aged 47, from Worsley, Manchester, would qualify for the invalid care allowance, worth £23 a week, if she was a man or a single woman, Mr Richard Drabble told the court in Luxembourg, in the final stage of a test case which could lead to some 76,000 married women qualifying for the carer's allowance.

But his claim that the Government was obliged to pay the allowance under the EEC's equal treatment directive was contested by Mr Francis Jacobs, QC, for the Department of Health and Social Security. He maintained that the allowance was not covered by the equality rule because it is not paid to the invalids themselves but to those who care for them.

patrol officer, worth £59 a week in 1984 to care for her mother aged 69 who is incapable of looking after herself, has had her case backed by the European Commission. It has warned the court that if Mrs Drake loses, the door would be open for widespread changes in the way other benefits are paid, to take them outside the scope of the equal treatment directive.

After the hearing Mrs Drake said: "I remain very confident about the outcome. If I do win there will be thousands of other married women qualifying for this allowance."

"It does not make sense that my husband, Clive, would qualify for this allowance if he gave up his job and yet I cannot claim anything." Although it would cost the DHSS £85 million a year to concede the issue, it would cost the State £6.6 billion to care for invalids in institutions if married women did not look after them at home, she said.

One hundred MPs have signed an early day motion calling for the allowance to be extended to married women, and the move has been backed by all-party groups on disability and on pensioners, and the House of Commons social services committee.

Two jailed for torture of Mr X

Two men were jailed yesterday for torturing and blackmailing a Civil Servant who was lured into a sex trap.

The secretary, Mary Harvey, aged 38, held hands with Leonard Denham, aged 55, in the dock at the Central Criminal Court and wept as he was sentenced to three and half years.

The couple's friend, Derek Smith, aged 46, was jailed for two years, with six months of the term suspended. All three admitted conspiring to assault Mr X, aged 32, a senior official who handles classified documents. Denham, a builder, of Balham Road, Balham, south London, and Smith, a machine operator, of Hampden Avenue, Beckenham, Kent, were also sentenced for making demands with menaces and wounding.

Miss Harvey, of Balgovan Road, Beckenham, who met Mr X when she worked in a typing pool, was put on probation for two years on condition that she lives at a hostel.

The jury was told that she "set the whole thing up" after she and Mr X had a kiss and cuddle. She told her jealous lover that the Civil Servant tried to make her have oral sex.

Life sentence for murder of film director

A man was sentenced to life imprisonment today by the Central Criminal Court for the "horrible" murder of the 300-odd-year-old Lord Normanby.

Phillip Johnston, aged 30, unemployed, of Fahan Road, Fulham, south-west London, admitted shooting dead Mr Adam Sedgwick, aged 32, a film director.



Ava Gardner, the actress, made a rare public appearance yesterday when she attended the service for Robert Graves, the poet and author, at St James's Church, Piccadilly. Memorial service, Page 18

Appeal to curb city sprawl is rejected

The Government has rebuffed a top-level plea from Oxford for tight controls on development sprawl in the city.

The Labour-controlled city council yesterday claimed as a victory the Government's refusal to intervene. An eminent delegation from Oxford led by Lord Windesham, chairman of the Oxford Preservation Trust, appealed to ministers last month to curb the council's appetite for development by "calling in" for examination every plan for a new commercial building in the area.

Bird life lures couple to isle

By Tim Jones

An oil executive and a shopkeeper are turning their backs on the comforts of modern life to become the wardens of the windswept and barren island of Skomer in Wales for the next 10 years.

For most of the year the couple, Stephen Sutcliffe, aged 39, and his wife Anna, aged 30, will have only the company of hundreds of thousands of seabirds, and they will also monitor a species of vole unique to the island in St Brides Bay, Dyfed, which is separated from the mainland by a dangerous tidal race.

main services, no telephone, and no television. "A lot of people think we are mad to give up so much money, but our living costs will be very low because we will have a rent-free house, no car, and our bills will be minimal. "Life is too precious to slog your heart out doing something you don't want to do. It is important to get the best possible quality out of life," she said.



Kimberley Daggitt, aged 16 months, who cannot swallow food or drink, receiving food by nasal drips from her mother yesterday.

Baby who cannot eat or drink

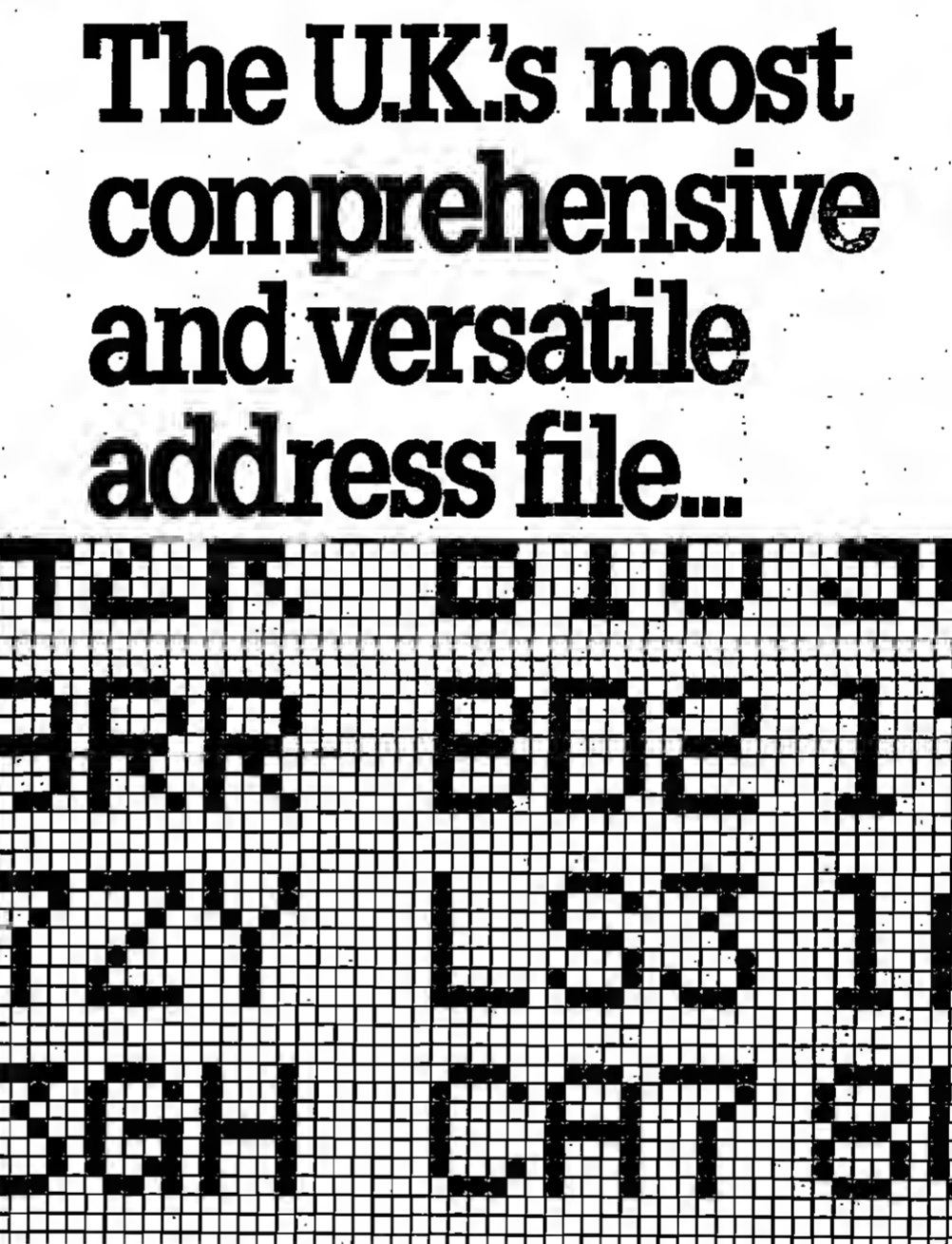
aged 16 months, has not been able to eat or drink since she was born.

Her mother, Mrs Janice Daggitt, aged 30, has to feed her with a nasal drip at their home in Downfield Avenue, Hull.

Hidden bias in credit assessment

Women may still be finding it harder than men to get loans and credit cards because of hidden discrimination in modern credit-assessing methods, the Equal Opportunities Commission said yesterday (Patricia Clough writes).

The EOC's target is not just old-fashioned banks which refuse a woman a loan unless her husband backs it (which is now illegal), but also the sophisticated systems used by most credit companies, which rate an applicant's creditworthiness on a system of points awarded for items such as income, type of job, length of service and home ownership.



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More deaf children may be victims of antibiotic spray

By Thomson Prentice, Science Correspondent

Deaf children whose hearing was destroyed in hospital accidents more than 10 years ago are still seeking compensation.

through intolerable delays in trying to get evidence. Last week another child, Daniel Taylor, aged 10, of Leitchworth, Hertfordshire, was awarded substantial damages for his accident at the Lister Hospital, in Stevenage.

The children were deafened as infants when they were taken to hospital after scalding incidents. They were treated with an aerosol spray containing neomycin, an antibiotic drug.

Mr Vallance said yesterday: "I have been concerned that the only reason any of these cases got off the ground was that the parents in the Swindon area became aware of each other, compared notes and made the obvious connection."

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Younger to meet GEC Avionics over future of Nimrod project

By Rodney Cowton, Defence Correspondent

Mr George Younger, Secretary of State for Defence, is expected to meet senior officials of GEC Avionics early next week about the Nimrod Airborne Early Warning aircraft project which appears to be on the brink of cancellation.

Ministry of Defence officials and GEC the principal contractor continued yesterday to work on options which might still enable the survival of the project, which has been in progress since 1977 and has cost about £1 billion.

There is, however, profound doubt in the ministry whether GEC can achieve the minimum performance standards required to enable the aircraft to be brought into service with the Royal Air Force.

for the cancellation. It is known to believe that many of the criticisms made of it are unfair.

In negotiations during the past two months, which have included two meetings between Mr Michael Heseltine, then Secretary of State for Defence, and Mr Prior, there has been a wide gap between the two sides, with the company at one stage putting forward proposals costing more than £400 million, while the ministry was thinking of a price of about £100 million.

Those figures would be just to achieve an initial operating standard which, RAF sources say, would be in some respects 25 per cent below the required standard. It is estimated that it would require an additional £300 million to bring the aircraft up to the full performance standard.

Even if the project went ahead, the Nimrods would not be in squadron service until 1987-88, about five years behind the original timetable. At a cost of around £100 million each they would be the most expensive aircraft ever operated by the RAF.

If the project is cancelled, the options likely to be considered are the Boeing A-66, which is in service with Nato, the Hawkeye E-2C, which the United States Navy operates, and the Orin F3C made by Lockheed.

The cost of any of these options, depending on the number of aircraft bought, would be likely to be in the region of £600 million in £800 million and would create enormous pressures on the defence budget which, in any case, will be under strain during the next few years.



The painting of Ian Botham by the Scottish artist, John Bellamy, which was unveiled in the National Portrait Gallery in London yesterday.

Botham 'set to be a millionaire'

Ian Botham, the cricketer, is set to be the highest-paid British sportsman after a deal signed with Nike, the sportswear company, Mr Tim Hudson, his manager, said yesterday.

Botham will promote the whole range of sports gear produced by Mr Hudson's company and bought by Nike, including rugby shirts and tennis shoes, not just cricket clothing and equipment.

"If everything sells in the United States, as Nike expects them to, Ian will be a millionaire," said Mr Hudson in London at the unveiling of a painting of Botham at the National Portrait Gallery.

Botham, who is the first player since W. G. Grace to have his portrait hung in the gallery, did not attend the unveiling as he and his wife,

Kathryn, have influenza and are confined to their hotel in Hong Kong.

Mr Hudson said: "Nike is spending large six figures on promoting his image alone and it puts Ian on the same scale as the highest US earners like John McEnroe and the basketball player, Michael Jordan. He is the first British sportsman to get such a deal in the US and will be the highest paid."

Botham would be sold "as the English look, not necessarily public school but definitely cricket style".

The portrait, by the Scottish artist, John Bellamy, was commissioned by the gallery's trustees and was praised yesterday by art experts, although other viewers expressed disapproval.

Method of hospital rundown criticized

By Nicholas Timmins, Social Services Correspondent

Stringent criticism of the way in which Stanley Royd Hospital is being run down to meet the policy of care in the community for the mentally ill has come from the inquiry into the outbreak of food poisoning at the hospital. Other psychiatric hospitals are criticized by implication.

The policy, the inquiry says, is "wholly admirable" and "to be applauded". But it gives a blunt warning that the way it is being implemented has restricted both capital and revenue expenditure at the hospital, to its disadvantage, and that it must be appreciated that the changes will cost considerably more, at least during the period of the change-over.

"Expensive changes should not be made unless they can be afforded," the inquiry says, "and they cannot be afforded if the cost is that patients in the existing hospitals are not properly cared for."

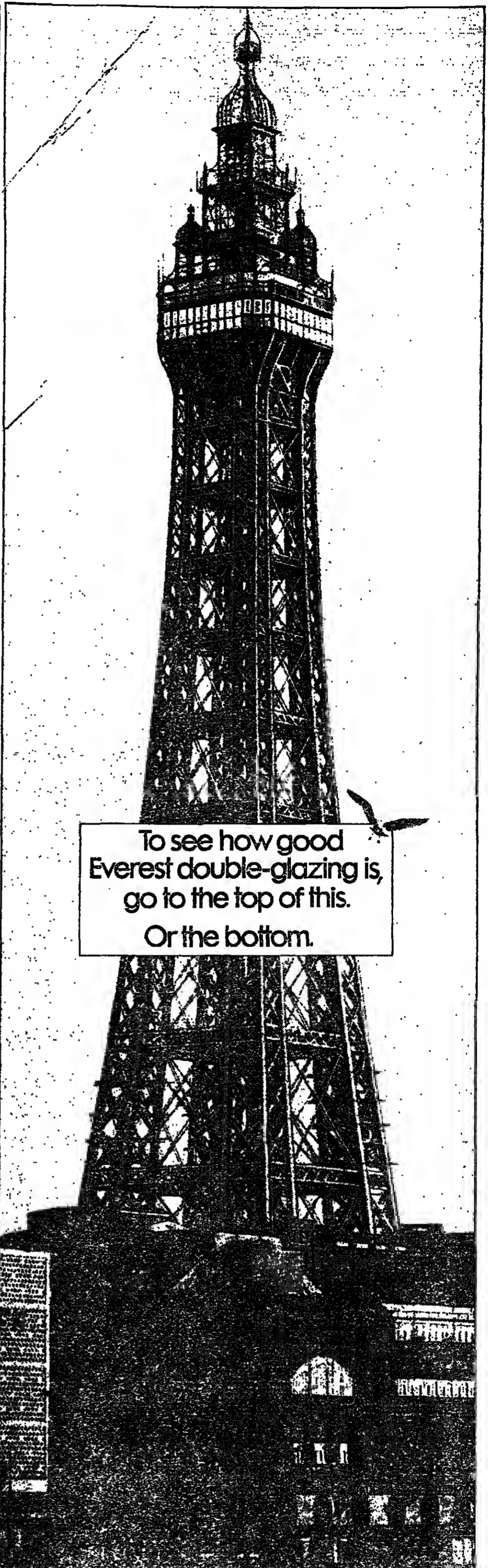
The inquiry found that lack of finance, as such, did not contribute to the food poisoning outbreak in 1984, in which 19 patients died. But the inquiry was told that an already poorly staffed hospital had difficulty recruiting nurses because many preferred to work in the newer community services than in an institution, and Yorkshire Regional Health Authority's formula for withdrawing money from Stanley Royd to develop services elsewhere appeared "wholly arbitrary", the inquiry said.

The £30-bed hospital lost £200,000 of its £3.5 million budget when a new unit was opened at Patefract, but the change reduced the number of patients in Stanley Royd by only 11. "This change effected a reduction in the short term."

Even with community care, the inquiry says, the Stanley Royds of this country, or their replacements, will still be needed to care for some long-stay and elderly disturbed patients who will never be able to remain in the community.

"The evidence presented to us suggested strongly that it has not been appreciated by everyone that these proposed changes necessarily involve a considerable increase in expenditure, at least during the period while they are taking place, for the new facilities have to be created and staffed while the old facilities have to be at least maintained at a satisfactory level."

In spite of the regions' statement that the changes should not involve detriment to existing facilities, that "cannot be more than the expression of a pious hope", given the overall picture of the way the changes are planned, the inquiry said.



To see how good Everest double-glazing is, go to the top of this. Or the bottom.

More women graduates going into commerce

By Lucy Hodges, Education Correspondent

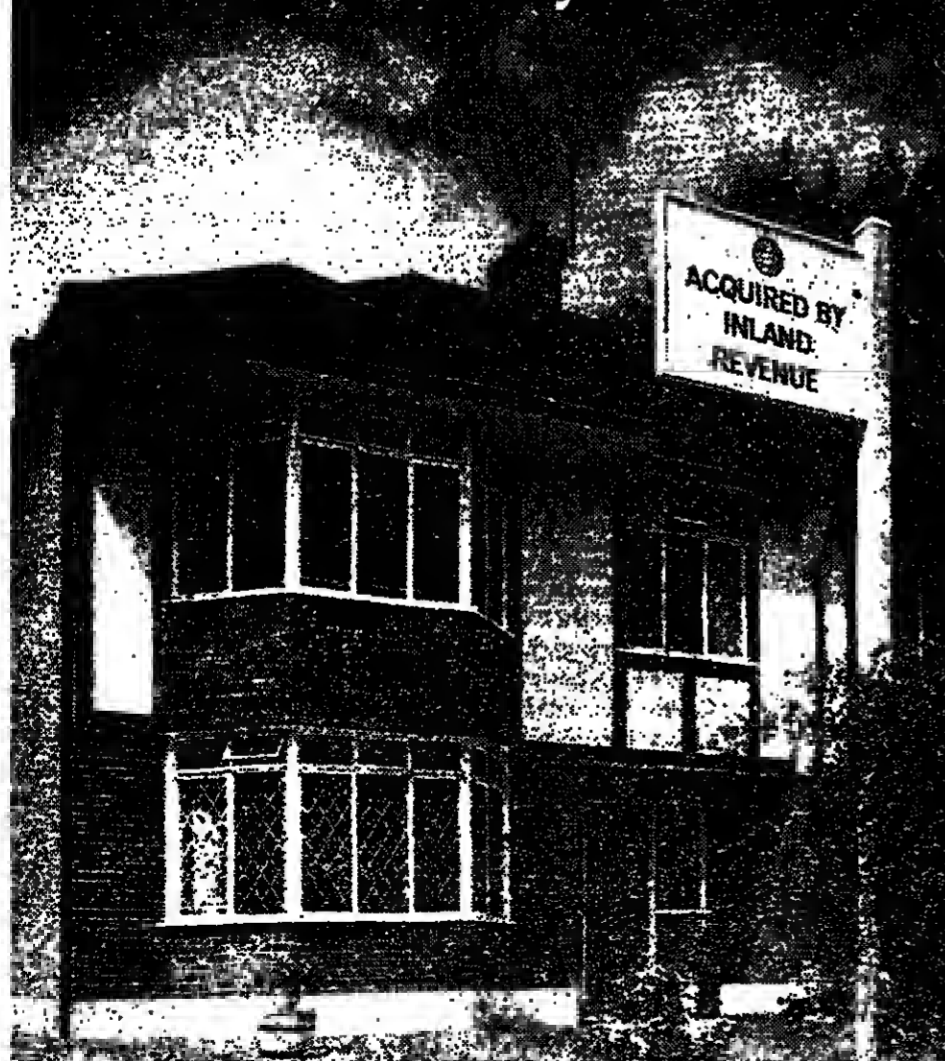
Many more women graduates are going into commerce, accountancy, banking and insurance as well as manufacturing industry, a survey published yesterday states.

Careers Advisory Services and sponsored by Touche Ross, chartered accountants. It shows a 50 per cent rise in the number of women joining manufacturing industry.

Unemployment among women university graduates has been less than that for men - 7.4 per cent compared with 8.5 per cent for men last year.

Sex discrimination remains a difficulty. The report says: "Certain employment areas continue to prove difficult for women to enter and they are often under-represented in the higher levels of management."

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But, on second death, it carries a Capital Transfer Tax bill of £102,000. Assuming that the couple are both non-smokers, the Hill Samuel Capital Preservation Portfolio covers them for this liability for a single premium of £20,000.

Rebuke over closure of rail works

By David Feltun, Labour Correspondent

A church-sponsored inquiry into the closure of the British Rail engineering works at Swindon by the end of March is highly critical of the way the closure was handled by the management.

The report of the inquiry, which was published yesterday, said that the management of British Rail Engineering Ltd (BREL) "should be severely censured for their inconsiderate and inconsistent handling of the affair prior to the closure announcement".

The inquiry, headed by the Bishop of Malmesbury, the Right Rev Peter Firb, was established to examine the social impact of the closure of the works, with the loss of 2,000 jobs, in Swindon and surrounding areas. It found that because of the way in which the closure was handled tens of thousands of local people would lose trust and respect for authority.

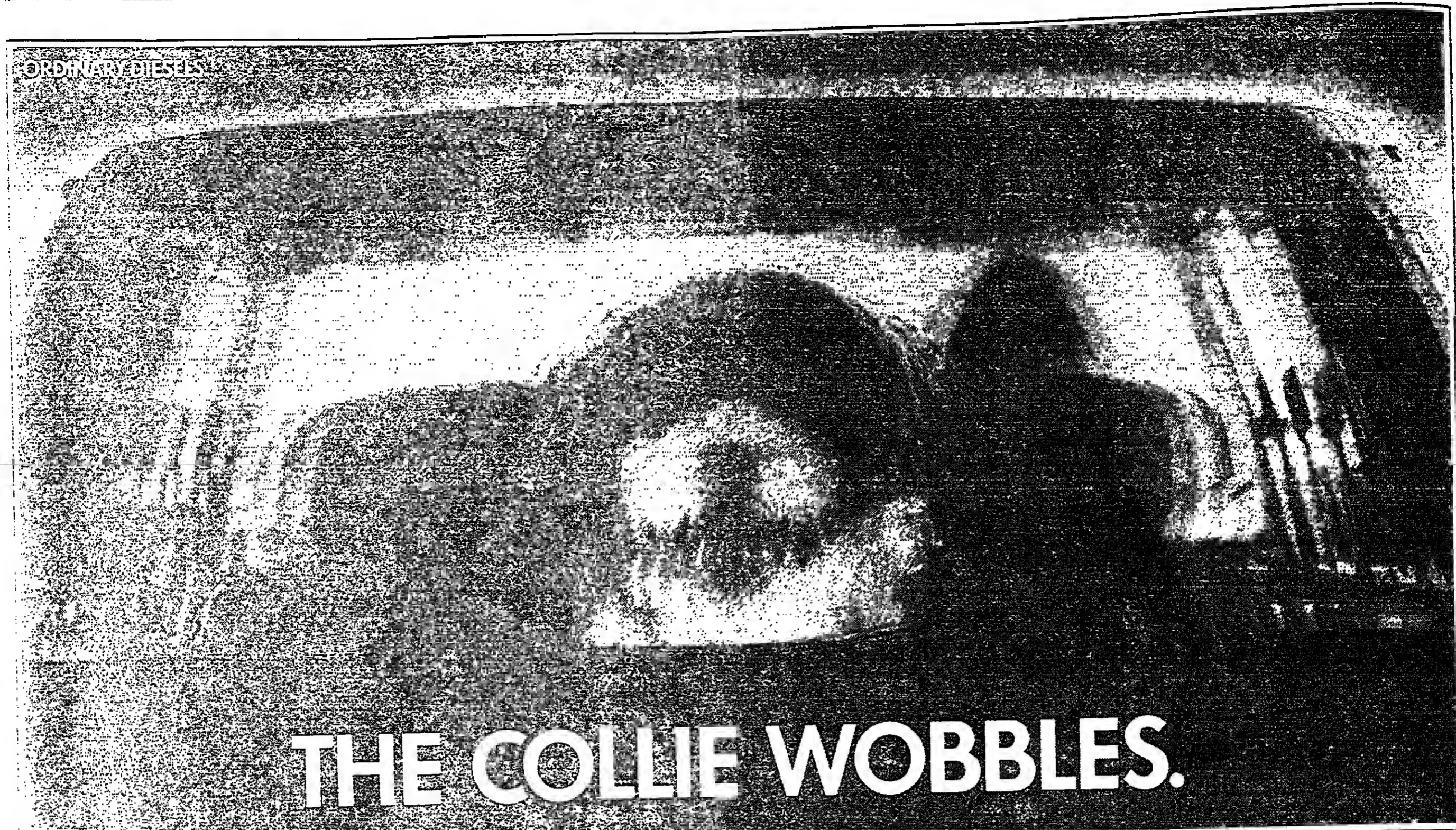
About 400 jobs are being retained at Swindon because the company has given a commitment to keep open the machine and spring shops as well as the foundry for 12 months.

The other members of the inquiry panel included Lord Scanlon, former president of the Amalgamated Engineering Workers Union, Mr Douglas Strachan, a former senior executive with Allied Breweries, and Mr John Garnett, director of the Industrial Society.

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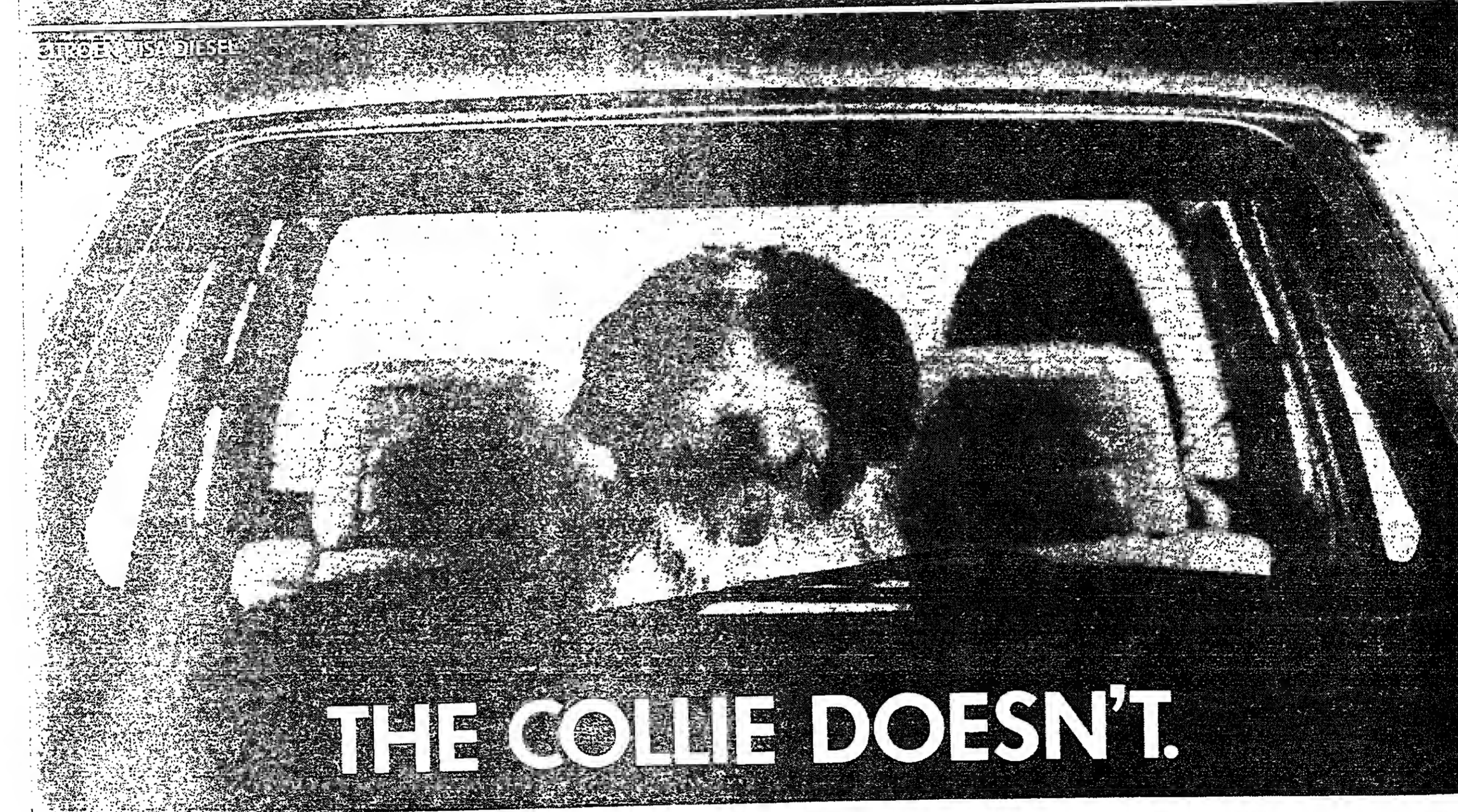
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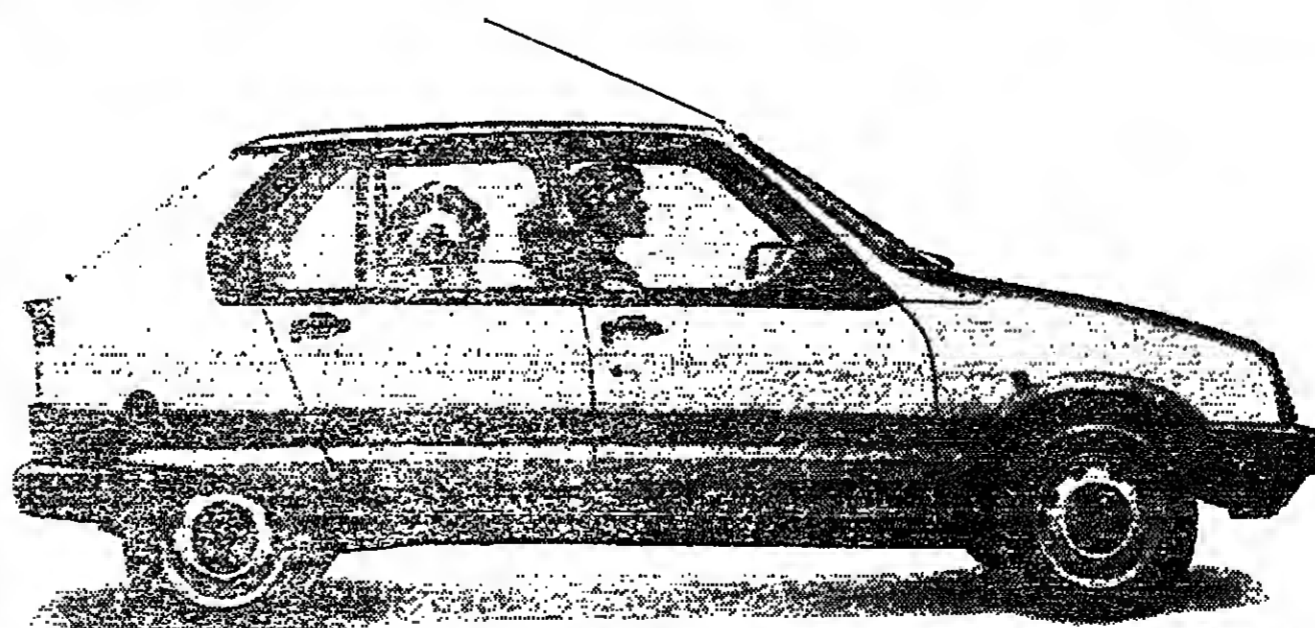


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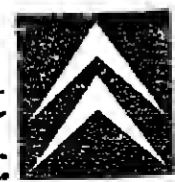


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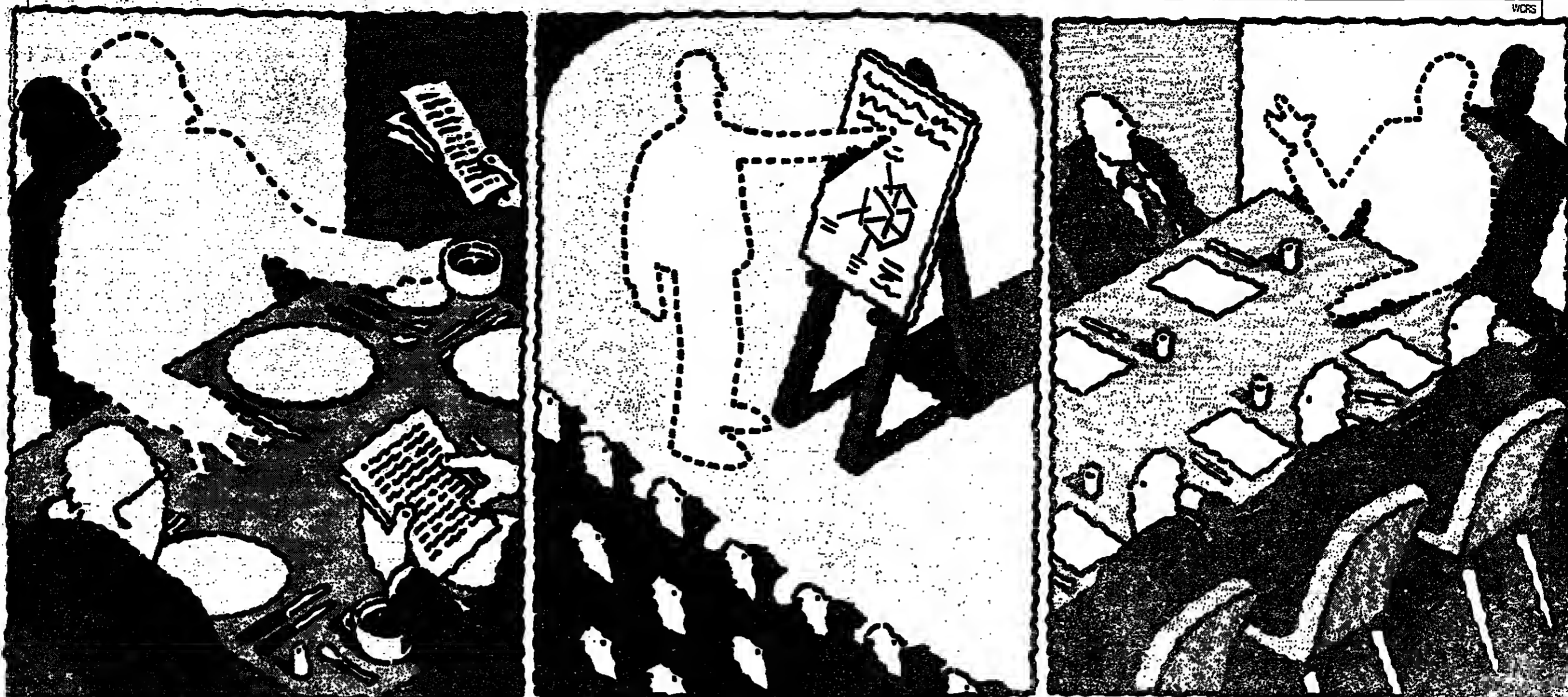
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Dutch fear Denmark's 'No' to reforms may spell disaster for Europe

From Richard Owen, The Hague

Mr Hans van den Broek, the Dutch Foreign Minister and current president of the EEC Council of Ministers, gave a warning yesterday that Danish refusal to accept agreed revisions to the Treaty of Rome, with the attendant danger of Danish withdrawal from the Community would spell "disaster for Europe" and would create a serious political situation.

He said he would urge European foreign ministers at their meeting in Brussels next week to go ahead and sign the Luxembourg package of reforms next month without Denmark.

Mr van den Broek agreed that this would isolate the Danes and impress on Danish public opinion the fact that 11 of the 12 EEC member states supported the compromise reform package.

He hoped next month's Danish referendum on the reform package would result in a "Yes" vote, even though the Danish Parliament this week rejected the reforms.

Danes clash over polling date

From Christopher Follett, Copenhagen

A row has broken out between Denmark's ruling Conservative-Liberal minority coalition Government and the opposition Social Democrats over the date for the increasingly inevitable referendum on the EEC reform package, which a parliamentary majority rejected on Tuesday.

The Government has said it wants the referendum - Denmark's first since 1978 - to be held as soon as possible, at the end of February, but the Social Democrats are passing for a March or April ballot.

Mr Uffe Ellemann-Jensen, the Danish Foreign Minister, is this week conducting out Denmark's EEC partners on the possibility of renegotiating ele-

when Europe was entering a period of national elections. He firmly rejected any renegotiation of the package, and said it could not be "clarified" to make it more palatable to Denmark. A balance had already been struck after long months of difficult negotiations.

"I would much deplore having to go through all this again," he said. Signing the package would be a signal to the Danes that the reforms were "an absolute prerequisite" for progress in Europe.

Failure to implement the reforms could only encourage ever-present tendencies within the EEC towards division and the dangerous placing of national preoccupations above European integration.

Mr van den Broek identified the priorities of the Dutch presidency over the next six months as the removal of trade barriers, pan-European cooperation in technology, the reduction of unemployment and the next round of Gatt.

Leading article, page 17

Ten killed in police battle with miners

From Michael Hornsby, Johannesburg

At least 10 people are now reported to have been killed in the violent clashes between police and black miners near Westonaria, some 20 miles south-west of here on Tuesday.

Two white policemen, Sergeant D. Pretorius and Constable F. Koozencor, were among the dead. They are the first white policemen to have lost their lives in the unrest that has swept South Africa for the past 17 months.

The police reported yesterday that four blacks were killed in the incident. But a spokesman for the Randfontein Estates Gold Mining Company, near whose Cooke No 2 hostel the incident occurred, said eight blacks died.

Fifty-two blacks were arrested and 31 others taken to hospital, some with bullet wounds, according to the police.

The police presented the incident as an unprovoked attack by a mob of 500 miners armed with "sharp objects and knobberries" on the two white policemen who had gone to "investigate reports of an illegal meeting".

According to the National Union of Mineworkers, however, the men were attending a peaceful union meeting in a patch of open ground near the mine when they were ordered to disperse by the police. As they tried to do so, the police attacked them, an NUM spokesman said.

● Court hearing: Mrs Winnie Mandela, the wife of Mr Nelson Mandela, the jailed leader of the outlawed African National Congress appeared briefly in the Krugersdorp Magistrate's Court yesterday in connection with charges that she violated an order banning her from the Johannesburg and Roodespoort districts.

She was not asked to plead, and the hearing was postponed until February 19.



President Mitterrand of France with Bob Geldof, the Band Aid organizer, at a lunch in the Elysée Palace in Paris yesterday, at which the pop star appealed for more French aid for western Sudan.

Zia under fire for his second job

Islamabad - President Zia's holding of the Chief of Army Staff post, in addition to the presidency, has been challenged in the National Assembly by Haji Saifullah Khan, leader of an independent parliamentary group (Hassan Akhtar writes).

Haji Saifullah who has been acting as leader of the Opposition in the assembly, asked for the Speaker's ruling on the constitutional issue through a privilege motion tabled yesterday.

General Zia has been Army chief since March, 1976, and in March last year assumed for five years the office of President after winning a controversial referendum in December, 1984.

Duarte prescribes austerity cure

From John Carlin, Mexico City

President Duarte of El Salvador has introduced an austerity package to combat his country's crippling economic crisis, a move expected to step up political pressure on his increasingly isolated Government.

Senor Duarte announced on television late on Tuesday that petrol and bus fares would go up and that wages would be frozen. The currency was devalued, a freeze put on rents, and a "war tax" imposed on the rich coffee crop.

He said the reasons for the crisis were the world economic situation and the enormous cost of the war against the guerrillas of the Farabundo Martí National Liberation Front.

The FMLN, fulfilling a promise to intensify economic sabotage in 1986, blocked out most of El Salvador - a country the size of Wales - at the weekend, having destroyed key electricity towers.

The contents of the new package have been widely known for some weeks, the Government having discussed the measures with the unions and the private sector. Both are unhappy because the result is expected to be higher unemployment - half the workforce is already without a job - and an inflation rate of more than 50 per cent.

Muslim plea to protect Jerusalem holy places

Marrakesh (Reuter) - An appeal in the name of one billion Muslims was launched from Marrakesh yesterday seeking support against several alleged Israeli disruptions at Islamic shrines in occupied east Jerusalem.

King Hassan of Morocco told the opening session of the al-Quds (Jerusalem) committee set up by the 46-member Islamic Conference Organization that the appeal, to be signed by all Islamic heads of state, would ring like "an alarm bell".

The meeting was expected to take practical steps to avoid new incidents at the gold-domed al-Aqsa mosque, Islam's third holiest shrine. The King offered to send 150 Moroccan volunteers to help to guard the mosque.

Two die after vampire bites

São Paulo (AFP) - A 65-year-old man and his 11-year-old grandson have died after vampire bat bites which gave them rabies, Brazilian health officials said to start an anti-bat campaign.

Bats usually attack animals, but attacks in Minas Gerais and São Paulo districts one explained by a scarcity of livestock due to drought.

Antarctic blow

Wellington (Reuter) - The Greenpeace Antarctic expedition abandoned plans to set up a base camp after impenetrable pack ice blocked a landing. The time has run out, Peter Wilkinson said.

Heart girl home

San Francisco (AFP) - Donna Ashlock, the 14-year-old girl who received the heart of her best friend's boyfriend, who bequeathed it just before dying of a haemorrhage, left hospital wearing a T-shirt reading "I left my heart in San Francisco".

Law Report January 23 1986

No undue influence on wife over high-interest loan

Woodstead Finance Ltd v Petrou and Another
Before Sir Nicolas Browne-Wilkinson, Vice-Chancellor, Lord Justice Mustill and Lord Justice Nourse
[Judgment delivered January 22]

Where the evidence was that the rate of interest on a loan, though high, was the normal rate, the terms could not be said to be manifestly disadvantageous to the borrower.

Thus in the absence of undue influence or breach of any fiduciary duty by the lender, a wife who stood surety for her husband's loan was liable when he defaulted.

The Court of Appeal upheld a decision of Mr Gerald Godfrey, QC, sitting as a deputy High Court judge, on July 13, 1984, giving judgment for the plaintiff, Woodstead Finance Ltd, in respect of a claim against the defendants, Andreas and Andreoula Petrou.

Mr J. S. Tharower for Mrs Petrou; Mr Daniel Serota for the plaintiffs.

THE VICE-CHANCELLOR said that the plaintiffs, a finance company, claimed sums due under a legal charge dated April 14, 1981 by Mr Petrou with Mrs Petrou as surety.

The security, 59 Grenville Road, Upper Holloway, London, was the sole and separate property of Mrs Petrou which had been made over to her by her first husband. The plaintiffs also claimed possession of that property. Mr Petrou had disappeared and took no part in the trial.

Mrs Petrou was a Cypriot who came to this country when she was 18. At the time of the trial she lived in the house with the two children of her first marriage.

In 1977 she married Mr Petrou who was a hairdresser. In order to finance his hairdressing business he obtained a loan from the Midland Bank plc. That loan was made to Mr and Mrs Petrou jointly with the house as security.

Mr Petrou was not prudent in his financial affairs and got into difficulties with the bank. As a result in 1980 the bank threatened proceedings for possession of the house.

Mr Petrou instructed solicitors to act for him and his wife. The solicitors arranged with the bank not to proceed if Mr Petrou paid £100 a week but he failed to maintain payments.

Mr Petrou's accountant advised that his financial affairs needed to be rethought. The solicitors arranged with the bank that an order for possession and sale of the property within 28 days of March 26, 1981 be made, because it was expected that short-term finance could be arranged in the meantime.

The plaintiffs were suggested as a possible source of finance although interest was high and the loan was expensive. In April 1981 the plaintiffs advanced £25,000 for six months at a rate of interest equivalent to 42.5 per cent a year. That money was used to pay the bank the Customs and Excise, solicitors' fees and some rents.

Mrs Petrou's role was to execute a memorandum of agreement for repayment, a deed of guarantee and a legal charge. The documents were sent by the solicitors to Mr Petrou's accounts with a covering letter to Mrs Petrou.

The letter stated, *inter alia*, that Mrs Petrou could lose her rights of occupation in the property and that she should consider taking separate advice from an independent solicitor.

She did not take such advice and executed the documents at the office of the accountant. The judge found as a fact that the accountant had explained the documents fully to her.

Mr Petrou dishonoured the agreement and Mrs Petrou was left with the whole debt.

At the trial Mrs Petrou's defence was that the terms of the loan were extortionate, that the transaction constituted an unconscionable bargain, having been procured by undue influence because the accountant was Mr Petrou's agent and that it was obtained by misrepresentation. The judge rejected those defences.

On the present appeal, undue influence was the main claim. It was submitted on behalf of Mrs Petrou that the plaintiff, by reason of the agency of the accountant and the solicitors, stood in such a relationship to Mr Petrou that the presumption of undue influence arose.

In the light of the decision of the

Test of disparity in sentencing

Regina v Towle
Regina v Wintle
Before Lord Justice Lawton, Mr Justice Hollings and Mr Justice Michael Davies
[Judgment delivered January 20]

When a court was considering an appeal against sentence based on disparity, what was relevant was whether right-thinking members of the public, knowing all the facts and looking at what had happened, would say "something has gone wrong here in the administration of justice which has resulted in one or more convicted persons being treated unfairly". The fact that particular convicted persons had a sense of grievance was neither here nor there.

The Court of Appeal so stated when dismissing the appeals of David Paul Towle and Kenneth George Wintle against the sentence of 12 months imprisonment imposed on each of them on September 12, 1985 at Walsall Crown Court (Judge Malcolm Ward) after pleas of guilty to attempted burglary. The appeal was based on a co-accused's six-month sentence.

Mr Michael Stokes, assigned by the Registrar of Criminal Appeals, for the appellants.

LORD JUSTICE LAWTON said that the appellants' co-accused, who had pleaded not guilty and had been acquitted by trial, subsequently before a different judge charged his plea to guilty and was sentenced to such term of imprisonment as would allow his immediate release (which was almost exactly equivalent to six months imprisonment).

The judge when sentencing him said "I try, wherever I can, not to send a man back to prison for a very long time after he commits an offence very soon after being released from a very long sentence of imprisonment...".

If that judge followed that as a sentencing principle he ought not to do so. The fact that a man had just come out of prison was not a reason that he should be shown exceptional leniency.

Members of the public, knowing all the facts of this case, would say (and would be entitled to say) that the judge sentencing the co-accused had behaved in an almost unbelievable way. They would not say that the appellants had been treated unfairly.

Giving blood specimen

Sivyer v Parker
The provision of a specimen of blood, given pursuant to the exercise of a defendant's claim under section 8(6) of the Road Traffic Act 1972, as substituted by section 25(3) of and Schedule 8 to the Transport Act 1981, was not to be taken as the provision of a specimen given as a result of a "requirement" under section 8(1).

The Queen's Bench Divisional Court (Lord Justice Lloyd and Mr Justice Skinner) so held on January 14 when dismissing the defendant's appeal against the decision of the South-on-Sea Justices on March 15, 1985, when they found the defendant guilty of driving with excess alcohol contrary to section 6(1) (a) and fined him £50, with a 12-month ban.

LORD JUSTICE LLOYD said that the defendant had contended that the specimen of blood should be taken at a hospital since none of the circumstances under section 8(3) were applicable to the present case, and that "required" in subsection (6) had the same meaning as in subsection (1).

The Justices were right to reject that since there was no requirement under subsection (1) but as a result of the duty of any option under subsection (6), and subsection (6) referred back to the provision of a specimen of blood under subsection (4).

MR JUSTICE SKINNER, agreeing, said that the procedure in subsections (4) to (6) was different from that under subsections (1) to (3).

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Outspoken 21 year-olds ready to tell British Industry where to go.

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As part of Industry Year and to mark its own 21st anniversary in 1986, the CBI is running a competition with prizes totalling more than £15,000.

In its first 21 years, the CBI has been dedicated to creating a climate of opinion in which companies can operate efficiently and profitably for the benefit of all.

Industry Year is also aimed at encouraging a better understanding of industry's role in providing the goods and services people need and want, and creating the wealth on which all else — health, education, pensions and social care for example — depends.

But words are not enough. That's why the Government, the TUC, the CBI and many other bodies are joining forces for the Year, which will be successful only if it produces actions and deeds.

And much needs to be done.

The UK is an industrial country with an anti-industrial culture. Too many people regard trade as a dirty word. For the first time since the Industrial Revolution we have ceased to be a net exporter of manufactured goods and have become a net importer. We lead the world in many new areas of research. But we're not so hot at making or marketing our ideas.

Yet we have not lost our powers of invention. Just one college in Cambridge has produced more Nobel prize winners in science than the entire nation of Japan. But we do not always follow through effectively. Moreover, the symptoms of class warfare, snobbery in education, even fear of risk, conspire to undermine this natural inventiveness.

Attitudes ARE changing at places like universities but are

they changing fast enough? Our best companies ARE the best in the world — it is our average performance we need to improve.

So, there's the problem. How would you solve it? If you will be 21 during 1986, start by telling British industry where to go in not more than 1,000 words.

A panel of judges, all distinguished CBI members, will be looking for viable, well-rounded arguments, but remember, it is a plan of action not a thesis that is needed.

The entries will be judged initially on a regional basis with 21 prizes of £500 to be won. The 21 finalists will then spend time with one of the major companies — all members of the CBI — sponsoring this initiative. After this, they will prepare a more detailed paper developing their ideas which could receive national publication.

The overall winner will receive a prize of £5,000 which could be used to get experience abroad or help develop his or her own business.

A detailed leaflet/entry form — "Tell British Industry Where To Go" — is available over the counter at branches of Lloyds Bank and TSB Scotland, from any CBI regional office or by writing to the CBI at the address below, enclosing an S.A.E.

British Industry is determined that the next generation of management and skills should see the UK creating a better quality of life for all. To do that, it needs a fairer share of the nation's talent — people who will be leading the UK in the 21st century.

If you're 21 during Industry Year, entering this competition will help in this aim. More importantly, you will be taking a hand in your own future.

Whether you want to grow up in a vibrant, expanding country or be a curator in the world's largest industrial museum is very largely up to you.

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French ship rescues 51 as Red Cross team attempts to reach Aden

From Richard Dowden, Djibouti

A further 51 expatriates were rescued from the fighting in South Yemen yesterday by a French cargo vessel and are being brought to Djibouti.

There are two Britons among the evacuees, believed to be mostly men, from an Elf Aquitaine oil exploration plant. The rest are French, Canadian, Indians and Pakistanis and they were picked up by the French vessel Ville de Strasbourg an transferred to the Normandie.

Meanwhile, a Red Cross team was yesterday preparing to reach Aden by boat, and a spokesman said here that they were expecting to have to deal with very heavy casualties.

The eight-strong team had a mobile emergency hospital in their ton of medical equipment, but by lunchtime yesterday they were still unable to gain clearance from Aden.

There are about four hospitals in Aden, but a Red Cross official said there had been reports that fighting had taken place in at least one of them. He did not know whether any of them were functioning.

The Red Cross is hoping to reach Aden by sea escorted by one of the three navies - Soviet, French or British - which have warships standing by off Aden outside the 12-mile coastal zone.

The people holding Aden port have refused to allow any

ships other than Russian cargo vessels into the port to collect refugees. The airport is closed, and two RAF Hercules aircraft sent to Djibouti last weekend with medical equipment have been sent back to Britain, as there is no prospect of flying to South Yemen in the near future.

Latest reports from Aden suggest that Government troops hold Aden port as far as the airport, but that Little Aden, to the west, and much of the mainland are in rebel hands.

Radfan, where a rebellion in 1963 marked the beginning of the revolt against British rule, and Lahaj, are both backing the rebels and the Mayor of Makulla has also given them his support.

Until now, the rebellion has been seen as a reaction by hard-line Marxists against the liberalizing tendencies of President Ali Nasser Muhammad, but

there is speculation now that the original rebellion has been overtaken by tribal rivalries and that the fighting has taken on a momentum of its own with several factions involved.

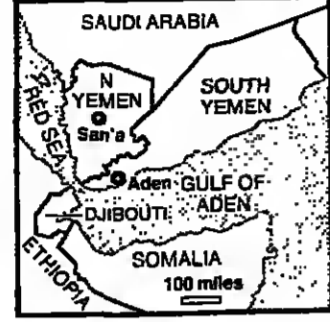
About 230 expatriates are crammed into the Soviet compound.

Even if the Royal Yacht Britannia or other civilian vessels were now allowed near the shore to send small boats to collect refugees from the beach, the sea has turned rough, and may make it impossible to take people on board.

The Russians are still being allowed to leave on large vessels and more than 3,000 have passed through Djibouti so far. Despite the much vaunted co-operation between Britain, France and the Soviet Union, only one Briton is known so far to have been evacuated by a Russian ship, and no Russians have yet enjoyed the comforts of Britannia.

The extent of the co-operation seems to be the radio contact between Britannia and the Soviet Embassy which in turn, is in contact with both sides in Aden.

There are thought to be between 25 and 40 Britons left in South Yemen, and it was reliably reported yesterday that two unnamed Britons based in Shihir had walked 80 miles to Makulla.



Britons back with 'just the clothes on our backs'

By Trudi McIntosh

As the British Consul in Aden, Mr Simon Scaddan, spent his birthday yesterday on the Royal Yacht Britannia helping to evacuate more refugees from South Yemen, his wife and two children flew home with 14 other Britons.

"We have arrived with just the clothes on our backs. Apparently the residence in Aden was directly hit and everything is gone, including my wedding ring," Mrs Frances Scaddan said, as she hugged her children, Amy, aged 12, and Magnus, aged 14. "We'd like to be celebrating Simon's birthday, but the rescue operation must continue and it is his job to be there," she added.

The Scaddans were among the second group of evacuees to arrive in London after being rescued by the Britannia on Monday night from a beach some 15 miles west of Aden.

Mrs Scaddan, dressed in a cotton sundress and sandals, praised her children for their bravery and calm attitude during their week-long ordeal which began on January 13 when the family left Aden to look at a water project 30 miles away.

"We never realized we would become stranded outside Aden. There were no signs of heavy gunfire or trouble then," she said.

But the Scaddans were turned away from a checkpoint outside the city and forced to find refuge at a construction camp. Mrs Scaddan described how her husband and construction workers set up an evacuation control centre at the camp and scoured nearby villages for



Mrs Frances Scaddan and her children, Magnus (left) and Amy, arriving at Heathrow airport, London, yesterday. (Photograph: Chris Harris).

stranded Britons and other refugees.

"By Friday we had gathered more than 200 people and organized a convoy of 14 trucks, Range Rovers and saloon cars. The construction workers were fantastic, everybody helped," she said.

They had radio contact with

the British Embassy in Aden during the first few days. Last Monday morning the convoy left the camp in a slow procession with white flags flying from the trucks and cars.

In a village, Zingubar, on the way to the Abylan beach, they discovered 44 other nationals who wanted to join the convoy.

"We just kept finding people along the route," Mrs Scaddan said.

Then they found a suitable beach site to await the Britannia. Four hours later the Royal Yacht appeared, a "marvellous glow of fairy lights" and boats were sent ashore. Many of the refugees

could not swim, so the strongest swimmers had to carry them to the boats.

A spokesman for the Foreign Office said yesterday there were at least 30 Britons left in the far eastern region of South Yemen. Three others have decided to stay behind, including two construction workers who will look after refugees at the John Taylor construction camp near Aden.

"We have a floating embassy aboard the Britannia, and Mr Scaddan and other Embassy officials are playing a vital role in picking up the remaining refugees," the spokesman said.

Mr Raymond Reid and his wife Rhynath, from Walton-on-Thames, Surrey, said they had had a week of sleepless nights until they heard their son, Mr Alari Reid, aged 38, a foreman carpenter for a construction company, had been rescued.

Yesterday Mr Alari Reid recounted how he and workmates, Mr Malcolm Dawson and Mr Peter Selvey, shivered waist-deep in water for four hours helping a human chain of refugees into Britannia's barges.

Mr Garth Wood, a chief clerk of works at a construction site near Aden, said Mr Scaddan's convoy was a well-run operation. "We all did our bit. I spent a lot of time on the camp roof sighting militia and working out the range of gunfire. Fortunately there was no heavy fighting."

"Later we drank wine and gin and tonic on the beach waiting for the Britannia," he said.

In 1967 Mr Wood was in Aden as a staff sergeant with the British Army.

Accord signals end of Lesotho blockade

From Michael Hornsby, Johannesburg

A compromise agreement has been reached between Lesotho and South Africa which will enable the border restrictions imposed by Pretoria to be lifted by the beginning of next week, according to diplomatic sources in Maseru, Lesotho's capital.

Heads of foreign missions in Lesotho were given details of the agreement in a briefing yesterday by the Permanent Secretary at the Foreign Ministry. They said they were not at liberty to disclose details.

A Lesotho delegation had talks with the South African Foreign Minister, Mr R. F. (Pik) Botha, in Cape Town on Tuesday, a day after the Government of Chief Leabua Jonathan was replaced in a military coup which South African pressure helped bring about.

Pretoria imposed stringent security checks on all traffic

entering Lesotho, which is surrounded by South Africa, on New Year's Day, because of Chief Jonathan's refusal to hand over members of the underground African National Congress (ANC).

Meanwhile, the new military rulers in Lesotho have issued their first decree, vesting executive and legislative authority in King Moshoeshoe II.

The decree also establishes a Council of Ministers "which shall consist of such persons as may be appointed from time to time by the King", and which will "assist the King in the general administration of Lesotho".

In its preamble, the decree states that these arrangements "will continue" until such time as a new constitution, better suited to the needs of the Basuto Nation, shall have been agreed.

Aids test clinic forced to close

From Ivor Davies, Los Angeles

A lawyer for the first private clinic in the United States to offer identification cards for patients who pay \$1,000 (£69) for tests that prove they are free of Aids, has vowed to reopen within the next few weeks.

The clinic, which opened on Monday, was ordered to close by Los Angeles city officials for violating zoning rules.

The National Association for Aids Awareness clinic was the subject of bitter criticism by the Los Angeles City Council when it was disclosed that the private profit-making company planned to sell Aids tests and issued cards to patients who tested negative.

A few hours after opening, the clinic began cancelling appointments because its West Los Angeles office was bombarded by the media which meant patients could not be assured of privacy. Then the council ordered the clinic to close because it had not provided adequate parking.

The Los Angeles council last week passed an emergency measure calling for an investigation of the company, which plans to charge \$100 for an Aids test and a three-month card plus \$45 (£31) for each renewal, and hopes to open clinics in other US cities.

Councillor Joel Wachs, an active supporter of homosexual causes described as "the grossest kind of attempt to try and make a buck off another persons misfortunes"

'Time' will apologize to Sharon

From Ian Murray, Jerusalem

Jerusalem - Ariel Sharon, the Israeli Defence Minister at the time of the Lebanon war, has ended his legal battle with Time magazine (Ian Murray writes). In return for a public apology, and a reported substantial contribution towards his legal costs, he has withdrawn his claim for libel damages before the Israeli courts.

Mr Sharon, now Trade and Industry Minister, sued the magazine for \$50 million (£34.7 million) in New York over an article about the Sabra and Chatila Palestinian refugee camp massacres. The United States jury found that the magazine had been wrong in reporting that Mr Sharon promised there would be revenge for the assassination of Mr Bashir Gemayel, the Lebanese President.

The jury also found the allegation was damaging but it did not find there had been any malice in the report. The court condemned the magazine for making the error, but no damages were awarded because, under US law, there are not imposed in cases where no malice is intended.

Mr Sharon then brought the case before Israeli courts, where the malice provision does not exist. After extensive out-of-court negotiations, an agreement was announced yesterday, with the magazine agreeing to pay part of Mr Sharon's legal fees, which are understood to be high. The apology said the magazine regretted the mistake.

Politician's arrest sends share prices tumbling

From M. G. G. Pillai, Kuala Lumpur

Kuala Lumpur - The arrest of Mr Tan Koon Swan, a prominent Malaysian-Chinese businessman and politician, in Singapore on Tuesday caused anxiety in stock markets in Singapore, Hong-Kong and Malaysia as nervous investors unloaded shares.

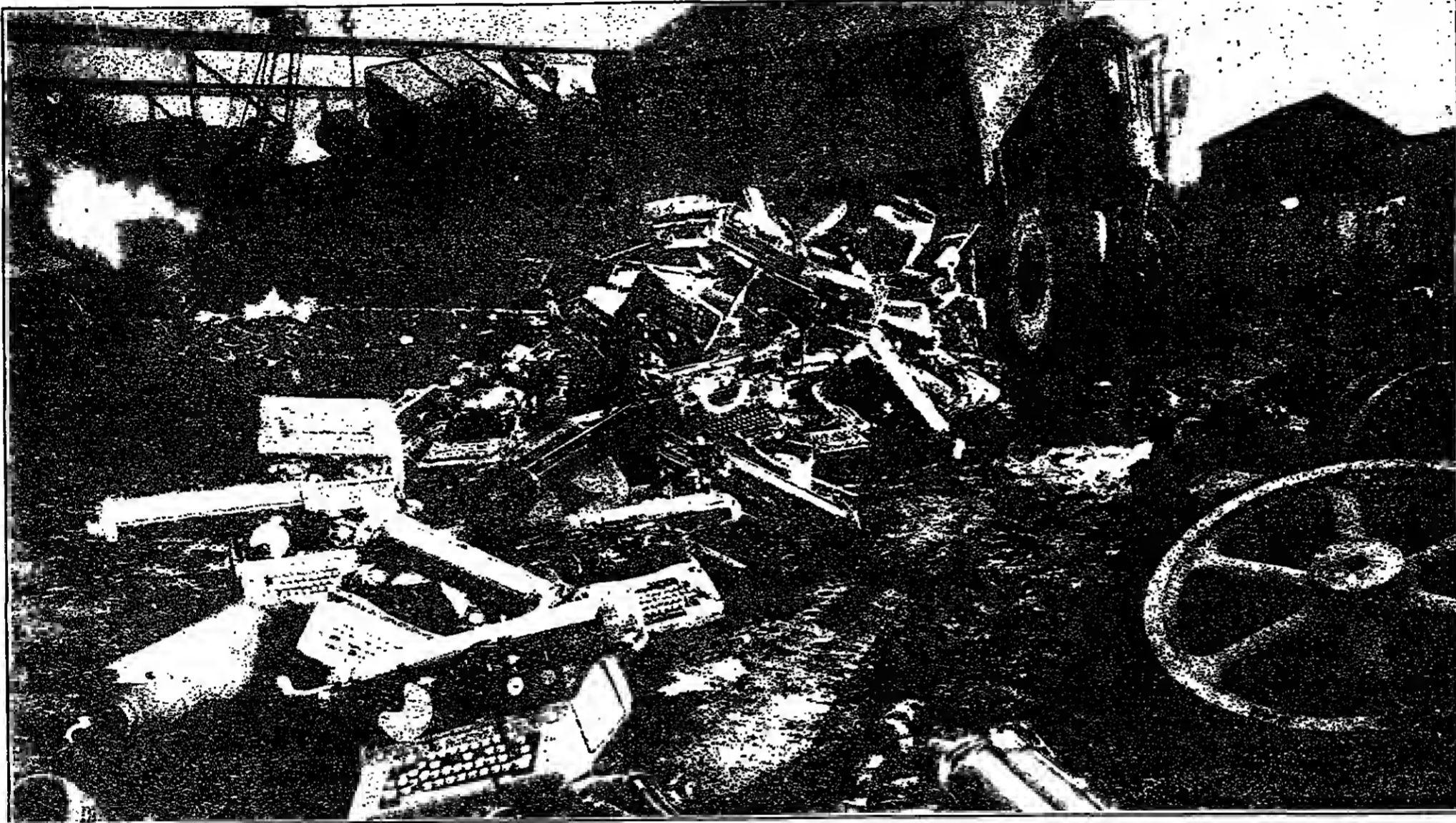
Bankers, brokers and businessmen in all three countries were shocked at Mr. Tan's arrest for alleged insider trading and forward purchasing, and sources did not rule the possibility of further arrests.

Traditionally, the stock markets rally about two to three weeks before the Chinese New Year, which this year falls on February 9 and 10. But the

coming year of the Tiger does not appear to herald good times as stock-prices, already depressed edge further downwards.

The Hong Kong market was stunned by the revelation earlier this month that Mr Tan is one of the larger creditors of the Ka Wah Bank, which is not being rescued after running into trouble.

Mr Tan, aged 44, was under interrogation by Singapore's Criminal Investigation Department over his involvement in alleged insider trading and massive forward purchases in a number of companies, including Pan Electric. The Singapore authorities must charge him in court today or release him.



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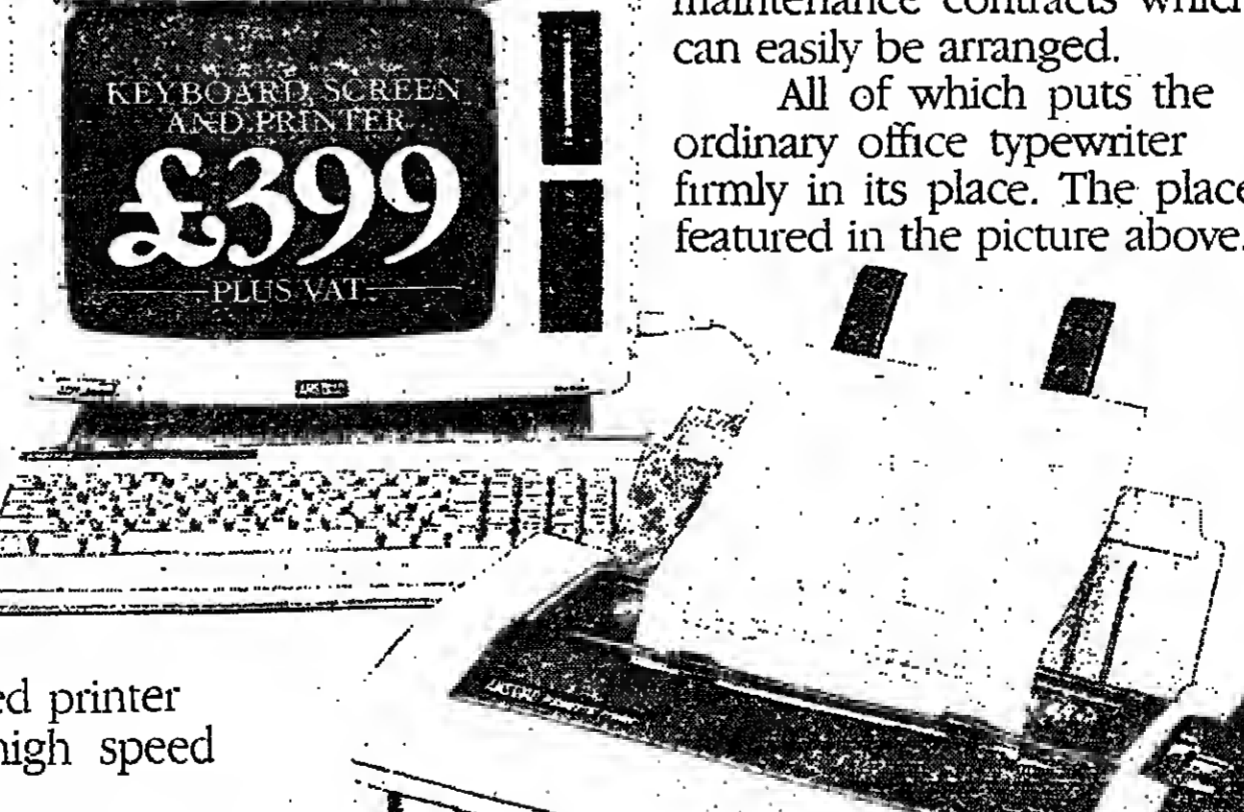
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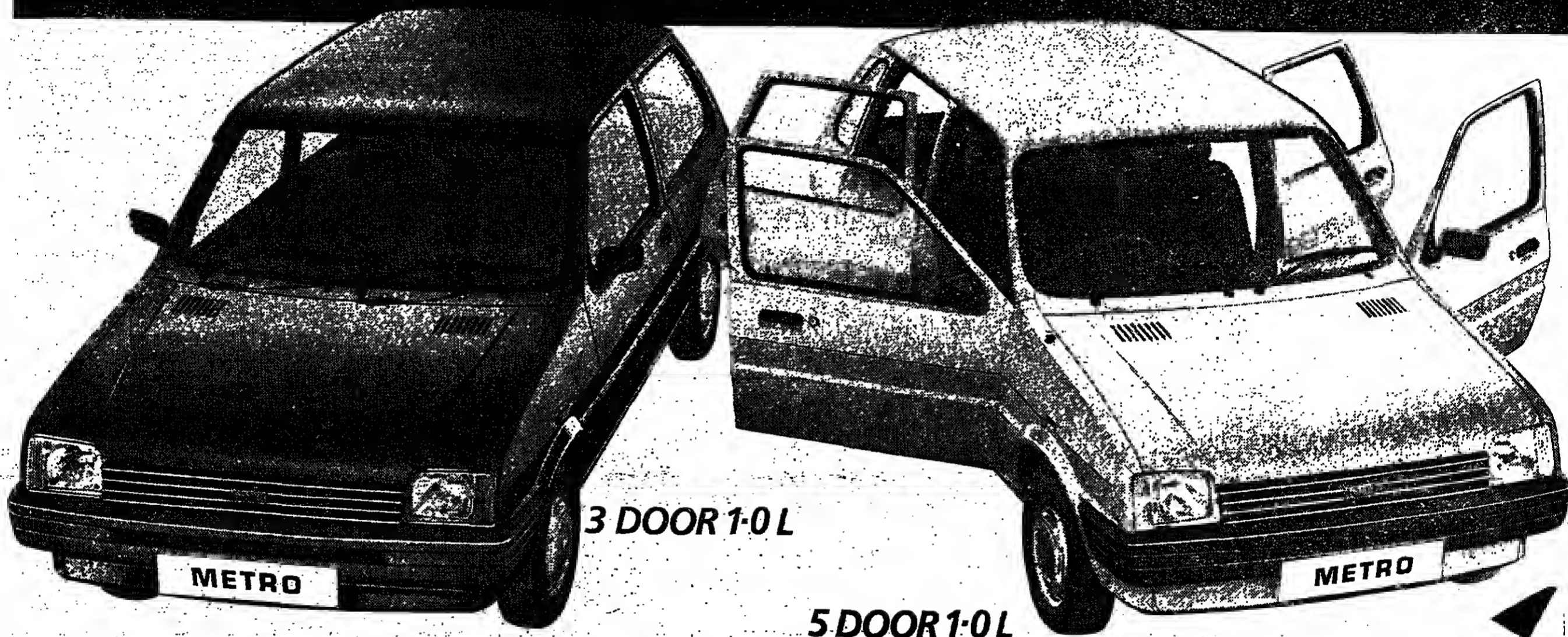
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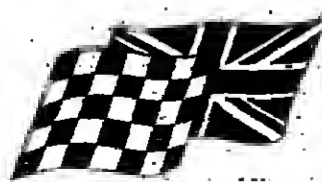
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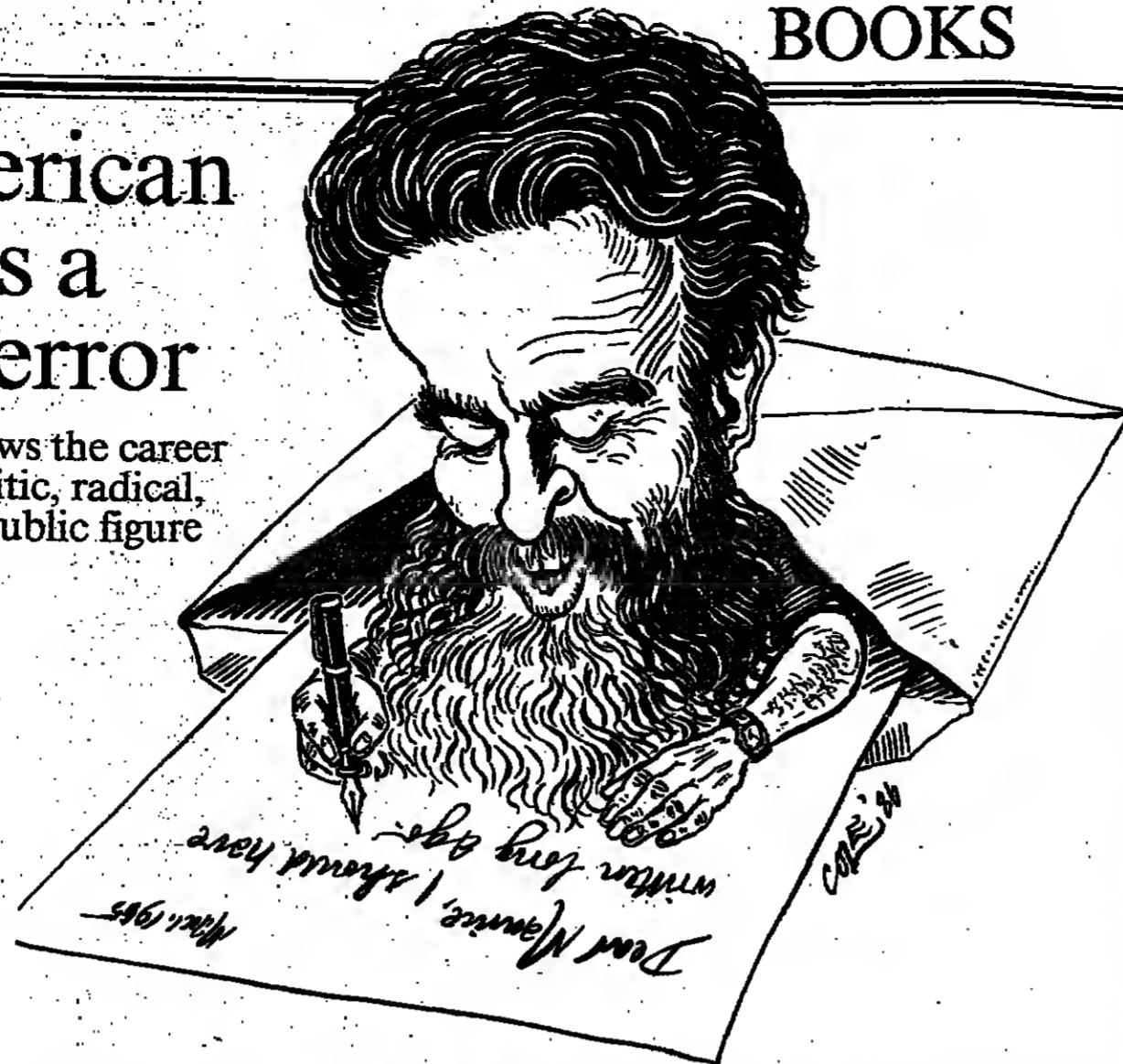
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BOOKS

The American poet as a young terror

James Fenton reviews the career of a remarkable critic, radical, private man and public figure

RANDALL JARRELL'S LETTERS Edited by Mary Jarrell Faber, £25



A quarter of a century ago there was a strong impression among the British poets that American poets were onto a very good scam...

In recent years we have had the opportunity to look at the lives of the post-war American poets in a rather different way...

The argument goes something like this: we live in a period of ever-increasing scientific knowledge, with boundaries between disciplines becoming less distinct...

The living worlds around us Ruth Stungo

THE OXFORD DICTIONARY OF NATURAL HISTORY Edited by Michael Allaby Oxford, £20

history when you come to think about it? For my money a dictionary should give more than the current meaning of a word...

school. And if you think that the job in question, talking about poetry, reading students' work, talking about yourself, sounds like a leisure activity, you haven't yet got the point...

The other aspect of the American poetry world which comes across in all three books is the unsettling effect of competitiveness. In his cross form we see this in the story of Oscar Williams...

favours. Lowell and Jarrell had broken a contract.

But both poets were not at all immune to competitiveness themselves, and you can see from this book how very intimately it affected campus life and their professional pursuits.

that high and piercing voice." One has to imagine these debates as taking place in a milieu much taken with questions of status. The world of these poets was also one of many divorces and significantly few children...

So he had a family, part human, part animal, a series of homes, rather than one home, widely spread respect for his poetry, his novel and his criticism, fame and plenty to do. In addition he liked playing tennis, and - endearing or not - driving fast cars...

Given what had been happening, it is not surprising that people thought his death might have been suicide. It makes one wonder, Jarrell was a remarkable man. He took against some people rather strongly...

CRIME

Female cop at the top of the lot Marcel Berlins

KILLING ORDERS By Sara Paretsky Collins, £8.95

plot with neat solution. Good underworld lore.

● Monsieur Pamplonouse on the Spot, by Michael Bond (Hodder & Stoughton, £8.95).

World's greatest soufflé chef goes missing, to pastime of chagrined food-guide inspector, amalgam of Closser and Poirot.

● Robbers, by Peter Whalley (Macmillan, £8.50). Successful wage-snatchers blackmailed years later.

● A Trout in the Milk, by Roy Lewis (Collins, £7.95). Eredivisie stone-loving local authority officer Arnold Landon caught up in the violent passions of planning permission in Northumbria.

● First Hit of the Season, by Jane Dentinger (Collins, £8.95). Bitchy critic takes final curtain by way of his coke-snorter in lively tale of homicidal New York theatrical folk.

● Silver City Scandal, by Gerald Hammond (Macmillan, £7.95). Louché gunsmiter Keith Calder loses in Aberdeen, trying to remove stain of Scottish jury's 'Not Proven' verdict on oilman by finding real killer.

● Silver City Scandal, by Gerald Hammond (Macmillan, £7.95). Louché gunsmiter Keith Calder loses in Aberdeen, trying to remove stain of Scottish jury's 'Not Proven' verdict on oilman by finding real killer.

The reality not myth of a well deserved defeat

Despite our victory-studded history we are a most unimpressive race. We make a hash of the start of most of our wars, and take an unconscionably long time to understand what is really happening...

James Lunt in his personal account of the Burma campaign of 1942 makes no such mistake. His title, A Hell of a Licking, is aptly chosen, and underlines the reality rather than the myth that there was something glorious in that thousand mile retreat.

The author, who was Staff Captain 2nd Burma Brigade throughout the five months, paints another picture: "Our liveliest memories are of confusion, disorder and near escapes from disaster."

East in 1942 can be fairly ascribed to lack of air cover. Singapore and Burma were lost in the earlier air battles over the British Isles and the Middle East...

There was much more wrong on the British side. There were gross misjudgements and mismanagement at every level that persisted throughout the campaign, with one important exception.

The Burma Army was saved by the forethought and brilliant improvisations of its administrative staff. The same cannot be said of the Government of Burma, which was unprepared for war and proved itself incapable of putting Burma onto a war footing.

Militarily there were equally grave errors of judgement. Wavell, as C. in C. with his headquarters in Java, sincerely underestimated his Japanese opponents and overvalued the natural defensive strengths of the jungle-covered mountains that form Burma's eastern frontier.

William Jackson

A HELL OF A LICKING The Retreat from Burma 1941-42 By James Lunt Collins, £15

Things were even worse at Brigade and unit level. There had been an over-hasty expansion of Indian and Burma Army units to meet the Japanese threat, and this had resulted in serious over-dilution of experienced officers and NCOs.

Unrealistically trained, and lacked battle experience. They were no match for the veteran Japanese divisions, which had been battle hardened in China.

Alexander, a "lucky" general, arrived too late to do more than deflect the course of events.

His greatest contribution to the campaign was perhaps his decision to withdraw to India before it was too late. In consequence, the Burma Army survived and out of its embers rose the phoenix of Slim's victorious 14th Army.

James Lunt's book is lightly written, and will be enjoyed by the general reader as much as by the military specialist, even though the story is not a happy one.

Adventures in the Human Condition

FICTION

Hugh Barnes

ASPECTS OF FEELING By Peter Vansittart Peter Owen, £10.95

WHITE NOISE By Don DeLillo Picador, £9.95

Novels often refer to something called the Human Condition. Examining this condition has been prescribed as the proper task of fiction. Its causes and effects are hotly disputed however. And there is as yet no word of a remedy, besides nuclear extinction.

Peter Vansittart tends towards an earnest approach. His characters look for order in the midst of disarray and are always disappointed. On one occasion his narrative describes itself as a *face-tale*, a form that has come down to us in a late medieval corruption (as *face-tale*).

The children, although dissimilar in temperament, appear precocious and hungry for knowledge. Childhood itself is nearly described: you lose it when talk of guns and politics ceases to be jarring.

DeLillo's narrative parades its own madcap incoherence and tailors them to suit its own eccentric view. *White Noise* observes a small clique, part of a big country beginning to see sickness in itself. DeLillo's humour is ruthless, isolating television and other vicarious past-times as the causes of the national malady.

Lighten our Darkness

Philip Howard

THE ENGLISH SETTLEMENTS By J. N. L. Myres Oxford, £15

When Caesar's sun fell out of the sky, darkness descended on British history for two centuries, until the Anglo-Saxon kingdoms emerged. Chaos replaced civilization. The new immigrants were illiterate. The first written source is Gildas, who was late and imaginative. This volume completes the Oxford History of England, and replaces the Anglo-Saxon section of the Collingwood and Myres Roman Britain and the English Settlements published 50 years ago.

During that half century much new work has been done in archaeology, in place names and other linguistic studies, and on the literary sources and inscriptions. This has made Dr Myres change his emphasis in several matters, for example finding more continuity than had been supposed between late Roman and early Saxon times. The trail follows such delicate clues as the development of the quon brooch, and the complete disappearance of villa names from the countryside.

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George Steiner ANTIGONES The Antigone myth in Western literature, art and thought. Includes an illustration of Antigone.

Steiner is incomparably the most learned and most provocative guide one could desire. Oswyn Murray, Times Literary Supplement £4.95

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HERE BE DRAGONS From the author of 'THE SUNNE IN SPLENDOUR' Sharon Penman Thirteenth century England and Wales... a glorious, compelling novel of a princess caught between two cultures... torn between two loves.

Bloomsbury Book Auctions 50th Sale The Brooklyn Public Library, New York including important books on natural history, science and travel

Idries Shah SEEKER AFTER TRUTH 'Food for many different kinds of study - a book which anybody who questions society has produced... its richness, its unexpectedness and its capacity to shock us into seeing ourselves as others see us, both personally and as a society.'

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Amount of Credit	3729.05	3729.05	4925.86	4925.86	5862.75	5862.75	6712.28	6712.28	5763.18	5763.18
36 Monthly Instalments of	118.81	137.77	156.94	181.98	186.79	216.60	213.86	247.98	183.62	212.92
Charge for Credit	548.11	1230.67	723.98	1625.42	861.69	1934.85	986.68	2215.00	847.14	1901.94
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*This represents a typical interest rate of the credit provider for new cars immediately prior to the introduction of 9.5% APR terms on Capri Laser and Sierra models.
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And don't forget that these examples are based on the maximum retail price of the car. However, if you go along to your Ford dealer, you could get an even better deal on your Ford car and still use the 4.9% p.a. (9.5% APR) rate. Due to the tremendous popularity of these schemes they have now been extended until January 31st, 1986 and now include Fiestas.



The above finance plan is subject to credit approval and applies to Fiesta, Escort, Orion, Sierra and Capri vehicles registered between January 2nd and January 31st, 1986 in England, Scotland and Wales and which are subject to Conditional Sale Agreements arranged by participating Ford dealers and underwritten by Ford Motor Credit Company Limited, Regent House, 1 Hubert Road, Brentwood, Essex CM14 4QL. Applicants must be over 18 years of age and credit worthy. Please note: various factory fitted options are available for eligible vehicles at extra cost. Figures are correct at time of going to press.



THE ARTS

The eminent Mexican novelist Carlos Fuentes contributes this Foreword to Tobias Smollett's translation of Don Quixote de la Mancha by Miguel de Cervantes, republished today

Eternal definition of the contemporary challenge

When I was a young student in Latin American schools, we were constantly being asked to define the boundary between the Middle Ages and the Modern Age...

contemporary individuals and, indeed, as present-day writers. For if Don Quixote, by its very nature, does not define the modern world but only an aspect of it, it does, I believe, at least define the central problems of the modern novel...

so actively fused and the novel becomes a critical project as it shifts from the spoken tale to the written narrative, from verse to prose and from the tavern to the printing shop...



Frontispiece by F. Hayman from Smollett's 1755 edition, reproduced afresh

Many things are changing in the world. Many others are surviving. Don Quixote tells us just this: this is why he is so modern, but also so ancient, so eternal...

But it is, perhaps, Michael Foucault who has best described the displacement that occurs in the dynamic world of Cervantes: Don Quixote, writes Foucault in The Order of Things...

Traduttore traditore? I write with confidence in the language of Cervantes; more hesitantly in the language of Smollett. Many translators, some good, some indifferent and some rank bad, have translated my - our - hero into every civilized language...

between one great writer and another in which a foreign, a strange language becomes the authentic vernacular version. It is not necessarily the most lexicographically accurate, but it is the one where the feeling and the tone both come through...

is by Pasternak. Not dramatist done by translator but poet challenged by poet. Tobias Smollett's translation of Miguel de Cervantes is the homage of a novelist to a novelist...

and Latin fiction: here we have Gogol and Dostoevsky, Dickens and Nabokov, Borges and Bellow, Sterne and Diderot in their genetic nakedness...

Television Subliminal images

Very few television programmes strive to expand the possibilities of a dominantly visual medium: Dead Head (BBC2), a gory thriller serial written by Howard Brenton, is one of those which can hold a candle to television commercials as a pictorial conception...

character has a much less easy task, with a role which constitutes the series' only flaw - it is a snivelling caricature of proletarian stupidity which walks unceasingly in the space of left-wing cynicism about upper-class mores...

Celia Brayfield

Rock

Sting Albert Hall

When a million-selling rock singer breaks away from his usual band and hires instead a bunch of hot-shot American jazz musicians, what is he trying to prove, and to whom? It is a tribute to Sting's ability to tolerate himself with most of the rock audience most of the time that his motives in ditching the other two members of the Police in favour of the aforementioned jazzmen have hardly been questioned...



alto saxophone, an instrument he has neglected since his tenure with Art Blakey's Jazz Messengers a few years ago...

Naturally enough, Tuesday night's concert was largely devoted to the songs from The Dream of the Blue Turtles, the album for which Sting assembled his all-star line-up of Branford Marsalis (saxophones), Kenny Kirkland (keyboards), Darryl Jones (bass guitar) and Omar Hakim (drums)...

Richard Williams

Opera

Harsh introspection

Turandot Covent Garden

Turandot is like nothing else, and it is entirely fitting that Andrei Serban's production and Sally Jacobs' designs should present a world so savagely turned in on itself. Within their wooden pagoda things happen as within a trap. People are sucked in - sucked in by the power of music, as happens to Calaf, Liu and Timur at the start of the opera...

suggest a physical attraction that she knows endangers her fierce repression and aloofness. The new Calaf is Franco Bonisoli, who maintains the power for this part even if he never pretends to cultivation. His animal strength is especially useful in the final duet at those points where, to her astonishment, he wrenches Turandot's phrases away from her and makes them his own...



Franco Bonisoli: animal strength as the new Calaf

Other voices and faces are more familiar. Robert Lloyd, who was the Timur when this production was first presented in Los Angeles, returns as a humane, low-profile lather figure. William Workman as Ping and Kim Begley as Pang are now fully in command both of their cartwheels and of their vocal characterizations...

The only disappointment is in the conducting. Jacques Delacoe finds some strange sounds in the bass of the orchestra, but he shows little feeling for the score's violent glamour, for its sumptuous phrasing or for the gigantic waves in which it is built; he also has trouble with ensemble, particularly when the chorus are involved. It might sound unfair to suggest he is a better conductor of Alfano-Toscanini than of Puccini, but I fear he is.

Paul Griffiths

Concerts

Fitting memorial to David Munrow

King's Singers Queen Elizabeth Hall

It does not seem possible that David Munrow has been gone from us for 10 years. But it is true, and you can be sure that he would have thoroughly approved of the joyful way in which that sad leave-taking was commemorated by the King's Singers and James Tyler's London Early Music Group in this concert...

difficulty in appreciating John Joubert's new and prettily touching tribute to Munrow, set to Browning's lines, and garnished with some imaginative instrumental writing, called appropriately Music for a Pied Piper. Geoffrey Poole's four Hymn-tunes of 1970 are for voices only, and it is not to denigrate them to say that they are full of effect, even if the cycle as a whole does not really seem to hang together all that well...

By counter-tenors, in "Tutivillus", the second of these settings of fifteenth-century religious lyrics. Otherwise the Singers' coolly luxurious approach made John Ward's "Retire, my troubled soul" a piece to remember, though perhaps it suited Monteverdi's magnificent "A quest'olmo" and Cavalli's rather well-meaning, a group of Elizabethan instrumental pieces threw the limelight upon Tyler's band, and they played with what can only be described as swagger. Appropriate, really, in these circumstances.

Stephen Pettitt

RPO/Previn Festival Hall

Belshazzar's Feast has long been one of André Previn's party pieces: no one present when he conducted it in this same hall four years ago, before Walton himself, on the composer's eightieth birthday, will have forgotten the occasion. I think the secret of Previn's way with the work is that he never drives it too hard, thus allowing the choral and orchestral hordes time to relish its fierce accents and cross-rhythms; the result, especially in a frenzied finale, is far more exciting than sheer speed would be.

tends to make earlier items in a programme feel like a mere upshot to its galloping cataclysmic orgies of sound. This is fair enough in the case of Beethoven's effervescent Prometheus Overture (very deft, clean playing here from a large string section) but it is disconcerting when a monumental conception like the same composer's "Emperor" Concerto is involved. Previn secured a tidy orchestral contribution which nevertheless conveyed little more than brisk efficiency. Emmanuel Ax's handling of the piano part was direct, sincere and technically powerful, but seemed to lack involvement. For me, anyway, this performance brought out next to nothing of the spiritual immensity of this great work.

Malcolm Hayes

Theatre

Planet Suicide Victoria

A new fringe venue above a pub in Mornington Terrace, the Victoria most nearly resembles the Gate, with the audience entering through the stage to assume seats which are in places perilously close to the action. The opening production makes the space more crowded yet, with four toothsome pin-tahles and a legless pool-table serving as a kind of adventure playground over which the actors tussle, scramble and periodically fling one another.

his younger brother Dean (Mark Gatsby) and lastly by their sister Tyra (Alix Cragg), an unsmiling Delenda victim who has lately found herself employed as an exotic dancer. This sodality of grotesques express themselves resolutely in Shirley Williams' Comprehensive, a dialect which the author Chris Ward's supercharged production sometimes reduces to an incomprehensible gabble. This seems a shame in view of the fact that much of the dialogue appears to be a collage of prose-poems, although the characters do practise their violence on one another and occasionally sound off about Large Issues. This may be accurate enough to warm a sociologist's heart, but one is left with the impression that the Wet Paint company properly belong on the King's Roost, giving vent to the inarticulate rage of modern youth for the amusement of tourists.

Martin Cropper

Advertisement for Death in a French Garden, a film by Michel Deville, starting at Chelsea Cinema.

Advertisement for Death in a French Garden, a film by Michel Deville, featuring a beautifully serpentine murder mystery.

Advertisement for Shaw's MRS. WARREN'S PROFESSION at National Theatre, featuring a beautifully focused example of Shavian playing.

Advertisement for Shaw's MRS. WARREN'S PROFESSION at National Theatre, featuring a beautifully focused example of Shavian playing.

THE TIMES

FINANCE AND INDUSTRY

Executive Editor Kenneth Fleet

Base rate hopes fade as pound keeps falling

When a weaker dollar still failed to lift sterling yesterday, the Government's hopes ran out. The Bank of England was able to sit on its hands in the morning...

The Bank has had two reasons for hanging fire this week, after accepting the need for a rise just a fortnight ago.

As hopes of avoiding an increase faded, the Chancellor's strategy was thrown into a hazy light.

One school of thought still maintained that the Bank would hang on longer, trying to get the worst of the fall in the pound over before using the interest-rate weapon.

For their part the discount houses, still scarred by the 1985 sterling crisis, are keeping a low profile.

Sensible solution to regulatory dilemma

Promises on the part of Government to consider representations on Bills are often no more than a sop.

Reagan 'wants Italy to join G5'

From John Earle Rome

President Reagan is said to have expressed support for Italy to join the Group of Five leading financial powers...

Several US and foreign banks do some securities business, notably Bank of America.

There was no immediate comment from NatWest in New York on how soon the approval was likely.

A spokesman for the Securities Industry Association (SIA) said that if NatWest were successful...

Allianz to pay an 'exorbitant' £305m cash for Cornhill

By Richard Thomson

Allianz Versicherungs West Germany's biggest insurer, at last gained a foothold in the British insurance market...

of the Thomas Tilling Group. The insurance company was then nationally valued at about £160 million.

The move ends longstanding speculation over Allianz's plans for Britain since its bid for Eagle Star failed two years ago.

The deal represents a considerable profit for BTR which is headed by Sir Owen Green.



Sir Owen Green: a big profit for BTR

A Cornhill spokesman said: "We are pleased to be joining Allianz because as an insurance company they understand our business and will be able to help us with their size and reputation."

Cornhill has given assurances that there will be no change of management or operations at Cornhill.

Monopolies Commission set to bar BT takeover of Mitel

By Jeremy Warner, Business Correspondent

British Telecom's plan to buy a controlling interest in Mitel, the Canadian telecommunications equipment manufacturer...

Government's telecommunications watchdog, is believed to have made a submission against the acquisition to the Monopolies and Mergers Commission.

The decision will be a setback for British Telecom which was keen to acquire Mitel as part of its strategy for creating an international force in telecommunications.

BT said its primary reason for acquiring Mitel was to gain access to North America and other markets and that it would not change its existing distribution agreements.

Mr Douglas Perryman, BT's finance director, said when the deal was announced last May...

BT's balance sheet was a mess. Sir George Jefferson, chairman of BT said although the company had problems...

US presses for reforms by debtors

From Bailey Morris Washington

Mr James Baker, the US Treasury Secretary, stated firmly yesterday that the United States continued to support the case-by-case approach to the worsening debt crisis...

Mr Baker said yesterday that the virtual shutdown of new lending by commercial banks in 1985 necessitated strong support to developing countries...

The US Supreme Court yesterday affirmed a lower court ruling that struck down the Federal Reserve Board's attempt to regulate the so-called non-bank banks.

Eastern Airlines, the third largest US air carrier, is facing a serious bankruptcy threat.

Merger agreed. The boards of Plantation & General Investments and Anglo-Indonesian Corporation have agreed merger terms.

Norway may curb oil production

By Teresa Poole

Norway yesterday indicated a significant shift in policy with an offer to curb oil production if similar moves are made by members of the Organization of Petroleum Exporting Countries...

Mr Kaare Kristiansen, the Norwegian oil and energy minister, made it clear that Norway would take no action unless such measures were followed by similar moves in Britain.

Norway has always said it would maximize production without regard to oil prices.

Since the Saudis stepped up production in protest at their declining market share, the price of North Sea oil has plummeted from \$29 to below \$20.

Oil markets remained volatile yesterday with confusion in the City over whether Norway had decided unilaterally to cut production.

Carages of Brent, the main North Sea crude, changed hands at prices as different as \$19.42 and \$20 a barrel for delivery in March.

Main beneficiaries of Channel deal

By Derek Harris, Industrial Editor

Channel tunnel contracts expected to be worth at least £700 million in supplies and equipment as well as construction...

The £280 million worth of contracts for rolling stock for the shuttle trains could benefit not only British Rail Engineering Ltd but also British Leyland Group.

They are Balfour Beatty (part of BICC), Costala, Tarmac, Taylor Woodrow and George Wimpey.

In cement and aggregates supply, amounting to nearly £50 million in contract value, other likely companies to benefit are Asprey Readycrete (part of Consolidated Goldfields) and RMC as well as cement makers like Blue Circle and Engby Portland.

Billingsgate sale likely. S&W Beristford, the commodity trader, is believed to have plans to sell Billingsgate Market, its 185,000 sq ft office development in the City of London.

It is believed to have called in Goldman Sachs, the US securities house, and Jones Lang Wootton, the firm of chartered surveyors, to advise it on a sale.

Abbey National profits rise 61% to £140m

Abbey National, Britain's second largest building society, reported a 61 per cent increase in its surplus - or profit - from £86 million to £140 million for the year to December 31.

Higher reserves would allow the society to move strongly into new areas of business when the Building Societies Bill becomes law next year.

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MARKET SUMMARY

Table with columns: STOCK MARKETS, MAIN PRICE CHANGES, CURRENCIES, INTEREST RATES. Includes FT 100, FT All Share, etc.

Table with columns: CURRENCIES, INTEREST RATES. Includes London, New York, etc.

Table with columns: CURRENCIES, INTEREST RATES. Includes London, New York, etc.

IN BRIEF Doubt over tin talks

The International Tin Council said yesterday that most members are prepared to negotiate on new proposals to end the three-month tin crisis.

Brokers fear that if the crisis drags on much longer there will be more legal actions similar to solicitor's letters sent by Shearman & Sterling to the London Metal Exchange.

Costs loss. London & Overseas Freighters made an attributable loss of £12.8 million in the six months to September 30 against a previous loss of £4 million.

Alusuisse blow. Alusuisse of Switzerland, a leading aluminium producer, replaced its two top executives yesterday after reporting that there would be a big trading loss in 1985.

Merger agreed. The boards of Plantation & General Investments and Anglo-Indonesian Corporation have agreed merger terms.

US court ruling. The US Supreme Court yesterday affirmed a lower court ruling that struck down the Federal Reserve Board's attempt to regulate the so-called non-bank banks.

Airline crisis. Eastern Airlines, the third largest US air carrier, is facing a serious bankruptcy threat.

BAYER AKTIENGESELLSCHAFT RIGHTS OFFER TO SHAREHOLDERS

The Board of Management, with the approval of the Supervisory Board has announced an increase of share capital by DM 230,000,000 from DM 2,613,132,000 to DM 2,843,132,000.

PROCEDURE IN THE UNITED KINGDOM

Holder in the United Kingdom wishing to take up rights must lodge the following: In respect of Bearer Share Certificates - Coupon No. 45. Warrants in respect of:

Vertical text on the left margin: THE TIMES, FINANCE AND INDUSTRY, etc.

Oil gloom continues

New York (Agencies) - The market headed lower in active early trading yesterday as gloom about the troublesome aspects of the recent plunge in oil prices hung over the bank and oil sectors.

The Dow Jones industrial average was down 1.15 points to 1515.30 at 11am.

The New York Stock Exchange index was up 0.01 points to 118.96 and the price of an average share was unchanged.

Declines led advances by 848 to 487 among the 1,795 issues crossing the tape.

Big board returns amounted to about 43.45 million shares from 36.39 million on Tuesday.

Mesa-Petroleum was the most active issue, down by 1/4 to 2 1/2.

Citicorp followed, down 1/4 to 48. Exxon was third, up 1/4 to 50 1/2.

Prices were lower in active trading on the American Stock Exchange.

There were signs, however, that the drop in oil shares was losing some of its momentum.

Before the market opened the US Commerce Department reported that in the fourth quarter gross national product grew at a rate of 2.4 per cent, lower than the Government's original estimate of 3.2 per cent. The Commerce Department also said that consumer prices rose by 0.4 per cent in December.

LONDON COMMODITY EXCHANGE

Rubber: 100 lb 145.40-145.25
Cocoa: 100 lb 145.40-145.25
Coffee: 100 lb 145.40-145.25

SUGAR

Raw: 100 lb 145.40-145.25
Refined: 100 lb 145.40-145.25

MEAT AND LIVESTOCK

Cattle: 100 lb 145.40-145.25
Pigs: 100 lb 145.40-145.25

STERLING SPOT AND FORWARD RATES

Spot: 1.5400
3 months: 1.5450
6 months: 1.5500

OTHER STERLING RATES

Canada: 1.3100
Australia: 1.4500

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OTHER STERLING RATES

Canada: 1.3100
Australia: 1.4500

LONDON FINANCIAL FUTURES

3 Month Sterling: 100.00
6 Month Sterling: 100.00
9 Month Sterling: 100.00

EURO-CURRENCY DEPOSITS

1 month: 10.00%
3 months: 10.00%
6 months: 10.00%

MONEY MARKETS AND GOLD

3 Month Sterling: 100.00
6 Month Sterling: 100.00
9 Month Sterling: 100.00

EURO-CURRENCY DEPOSITS

1 month: 10.00%
3 months: 10.00%
6 months: 10.00%

INVESTMENT TRUSTS

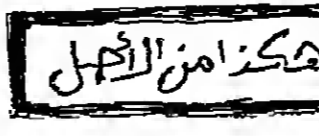
High Low Stock: 100.00
Price Chg: +1.00
Yield: 5.00%

INVESTMENT TRUSTS

High Low Stock: 100.00
Price Chg: +1.00
Yield: 5.00%

THE TIMES UNIT TRUST INFORMATION SERVICE

Unit Name	Offer	Change	Yield	Unit Name	Offer	Change	Yield
ARNEY UNIT TRUST MANAGERS	100.00	+0.10	5.00%	ARNEY UNIT TRUST MANAGERS	100.00	+0.10	5.00%
ARNEY UNIT TRUST MANAGERS	100.00	+0.10	5.00%	ARNEY UNIT TRUST MANAGERS	100.00	+0.10	5.00%
ARNEY UNIT TRUST MANAGERS	100.00	+0.10	5.00%	ARNEY UNIT TRUST MANAGERS	100.00	+0.10	5.00%



COMMERCIAL PROPERTY

Peel seeks industrial portfolio

By Judith Huntley

Peel Holdings, the retail warehouse developer, is looking for a way to maintain its phenomenal growth rate. Its net asset value a share, climbed from 129p in 1981 to 377p in 1985 and the company expects it to reach 448p in 1986.

Peel trades at a premium, which is unusual for a property company. With its good record, the market now expects even better things from the company. But, Peel realises that the current boom in retail warehousing cannot last for ever.

Mr. John Whittaker, the chairman, says: "We are retailers of land. Land is the foundation of our company. It can be developed in any shape or form."



Cannongate House: sold for £9.75m

In the land and it is easy to redevelop parking spaces and simple buildings like warehouses. In 10 years' time retail warehouse parks could be out-of-town shopping centres.

In the short term, Peel is on the look-out for an industrial property portfolio with tax losses. It will have to start paying tax in the next year or so.

L & G sells City offices

Legal & General Assurance (Pensions Management) has sold Cannongate House in the City of London to Royal Life Insurance for £9.75 million. The office have been built behind the existing Victorian facade at 62 Cannon Street. Mercantile House Holdings is the tenant for the 20,300 sq ft of space and pays a rent of £440,875 a year on a 25-year lease from October 1982 with five-year reviews. The yield is about 5 per cent.

Richard EHS acted for L & G and St Quantin advised Royal Life.

office-related retailers. Ryman is a possibility and there are several wine bars, pub and restaurant groups engaged in talks with Ryman and Jones Lang Wootton, the letting agents.

French deal for London & Edinburgh

By Keith Macklin

London & Edinburgh Trust, the property company run by Beckwith brothers, looks to have completed a five deal in Paris by selling the second phase of its refurbishment at 42 Rue d'Anjou to the French pension fund for retail chemists.

The yield on the building is about 6 per cent based on a rent of Fr3,000 (£282) a sq metre. The building has yet to be let at that level which would set a record price for such a large amount of space. The second phase has 150,000 sq ft of space. The developers LET, Balfour Beatty, the company's partner on other projects in Britain, and Capital and Continental, a locally based firm run by two Englishmen.

LET became involved with Rue d'Anjou through Capital and Continental but so far the company has yet to secure another Paris scheme although it is looking for one.

Hard on the heels of the sale of the Paris property, which has a third phase yet to be developed and sold, comes the news that the company has bought 17 Stratton Street and 61 Curzon Street in London's West End. LET bought 74 St James's Street nearby, a short time ago.

Holmes is out for the season but still intends to make good

By Keith Macklin

Terry Holmes is to have an operation to put a pin in his shoulder, and will not play for Bradford Northern again this season. He suffered another dislocation of his shoulder when playing Northern reserves against Batley on Tuesday night. He will, however, come to live with his family in Bradford within the next few weeks and will play for Northern next season.

Roonie Heard, a Northern director and rugby league council member, said yesterday: "Terry is determined to fulfil the terms of his contract with us, and is bitterly upset at what has happened. There is no question of him not playing again. Barry Seabourne, the Bradford Northern coach, had the same operation performed on both shoulders, yet continued his career for Northern and then Kildighley with both shoulders pinned."

Holmes returned to his South Wales home after an emergency operation at the Yorkshire Clinic on Tuesday. Earlier, in his second game for Northern, he kicked Madden, a Bailey forward, fell to the ground in pain and immediately walked off the field. Roonie Heard, the Bradford Northern physiotherapist, said: "It is the same shoulder that was dislocated at Swinton on December 8."

It is that debut game Holmes lasted only 13 minutes before he was pushed off the field with his left shoulder dislocated. It is an injury

RUGBY LEAGUE

IN BRIEF

Yachting design secrets are safe

Organisers of next month's world 12-metre yachting championships off Perth, Australia, have avoided a boycott threat by agreeing that entrants can keep their America's Cup design secrets. Eight of the teams had considered pulling out because of fears that the competitors' need to produce racing designs would force them to reveal design secrets of their million-dollar yachts built for the America's Cup, to be held off Perth later this year and early next year.

Now, according to Bruno Troubat, French manager of the America's Cup preliminaries, the organisers, the Royal Perth Yacht Club, have decided to accept a declaration by each team that their yacht meets the design rules.

SWIMMING: Adrian Moorhouse (City of Leeds) has withdrawn from England's team for the recent international in Amersfoort, Holland, this weekend. The European breast-stroke champion is short of training following a bout of tonsillitis.

HORSE TRIALS: Prize money for the first of April's Badminton horse trials has been increased by £1,000 to £6,000. This will take the total for the Whitbread-sponsored championship to £33,000. Although horses selected for the British team taking part in the world three-day event championships in Australia in May are ineligible because of quarantine regulations, the riders are competing on their second strings.

GOLF: Carl Mason will lead a 10-man British team against a West African side in a three-day tournament which starts in Lagos, on January 31. The other members of the British team are Tommy Horton, Ken Murray, Murray Barnes, John Morgan, Malcolm Gregson, Paul Hoad, Martin Poxon, Gordon Brand jr and Roger Chapman.

BADMINTON: Prince Andrew, patron of the Badminton Association of England, is to attend the final of the York and England Open championships at Wembley Arena on March 16. The Prince formally open the National Badminton Centre at Millio Keynes on the day officials and players on April 12.

HOCKEY

Students' rally ends at a stroke

By Sydney Friskin

Richmond University 2 London University 1

Richmond held off a late rally by London University yesterday to achieve their seventh victory in the Pizza Express London League. The match finished on an exciting note with London failing to convert a penalty stroke which would have enabled them to save the match.

London had a fairly good record in the League this season with seven wins in 17 matches and they were hoping for another win after their fine performance recently in Barcelona when they finished runners-up to the Real Club, who beat them 7-3 in the final. Richmond took command of this game to the second half and were leading 2-0 before London came back.

Offshore netting affects Tweed salmon catches

By Conrad Voss Bark

FISHING

Not a very good report on Scottish salmon catches in 1984. The official figures, just published, show that the total number of salmon and grilse reported caught was 320,292, a fall of 10 per cent on what in 1983 but about average for the five years 1979-83. But the proportion of salmon (multi-sea-winter fish) caught compared with grilse (the smaller maiden fish) was the lowest since records were started in 1952.

Companies' borrowing rises to £6.6bn

The latest report from the Bank of England shows that loans to property companies rose from £4.3 billion in November 1984 to £6.6 billion in November 1985.

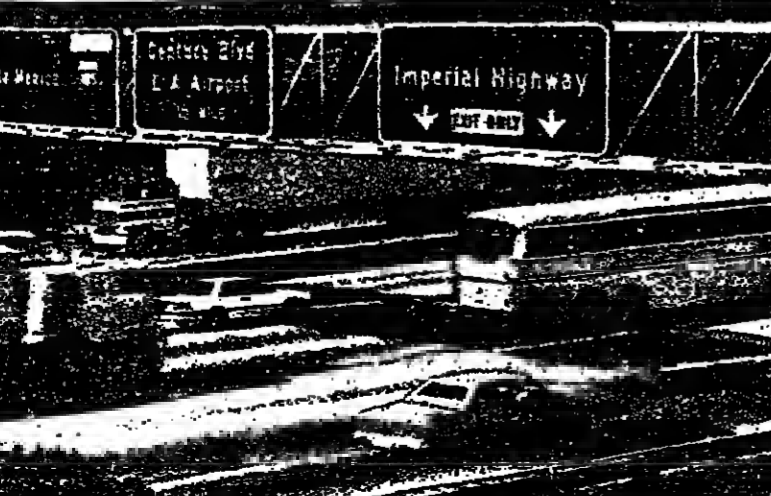
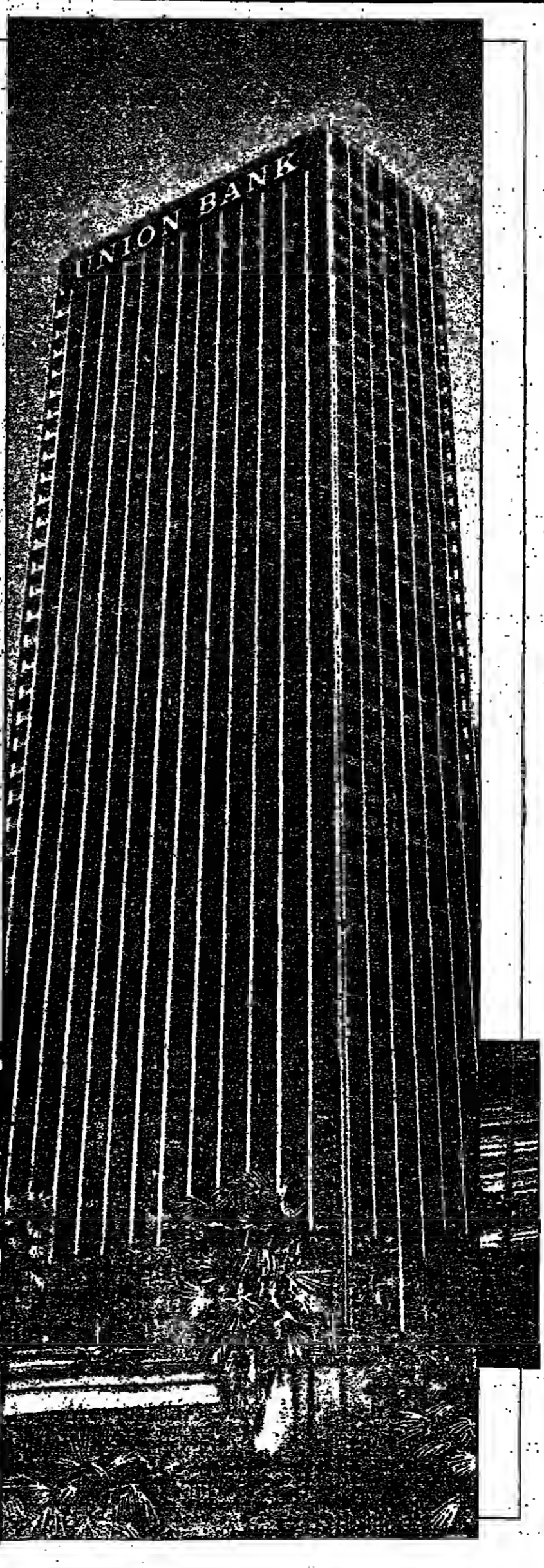
The largest rise came from the overseas banks, excluding those from the US. Their lending went from £785 million in November 1984 to £1.59 billion in November 1985.

While the debate about the feasibility and merits of the 10 million sq ft office scheme in Docklands at Canary Wharf goes on, the London Docklands Development Corporation is letting land outside the Isle of Dogs enterprise zone.

The company has bought the two properties from CIN Properties, the Coal Board Pension Fund's property arm. LET has also acquired the former offices of Clive Lewis & Partners, the estate agent at 16 Stratton Street.

TO EXPLOIT CALIFORNIA'S BUSINESS OPPORTUNITIES, TALK TO CALIFORNIA'S BUSINESS BANK.

Not everyone knows that Union Bank of California is a wholly-owned subsidiary of the Standard Chartered Group. Nor is everyone outside California fully aware that it is not only one of that highly-competitive state's most successful financial institutions; but is also the only major bank to specialise in the corporate sector.



Standard Chartered. STRENGTH IN DEPTH ACROSS THE WORLD. STANDARD CHARTERED BANK, HEAD OFFICE, 38 BISHOPSGATE, LONDON EC2N 4DE.

SQUASH RACKETS

The influence of youth is decisive

By Colin McQuillan

The Oasis Club at Marlow, Buckinghamshire, was yesterday strangely deserted as the last eight players in the British under-23 open squash championships prepared quietly for today's semi-finals.

Ardleigh Hall, the Essex County Club, stretched away to an eight-point lead in the American Express Preview National League with a crushing 4-1 win over Squash Leicester, based upon the sharp aggression of their youthful lower order freshly returned from Marlow.

Held younger brother, Zarak, aged 18, achieved indirect impact upon the national league by taking so long beating Paul Symonds in their late afternoon British Open quarter-final that the young South African was too late to register for his place in the Cannons Club line-up against Dunning Mill.

The London team scraped home 3-2, but the absence of Symonds was looking potentially catastrophic until the Dunoings Mill fifth string, Paul Gregory, broke down with hamstring injury in the second game against Robert Graham.

Today's semi-finals in the British under 23 Open pit England's Robert Owen against Rodney Martin, of Australia, and Sweden's Fredrik Johnson against Zarak Jahjan, representing Pakistan.

TODAY'S FIXTURES

FOOTBALL: Freight Rover Trophy Northern section Blackburn v Wrexham CENTRAL LEAGUE: Rochester v Notts County (7.0), Blackpool v Luton (7.15), Lincoln City v Crewe (7.45), Bolton v Burnley (8.0), Burnley v Blackpool (8.0), Crewe v Lincoln City (8.0), Luton v Bolton (8.0), Notts County v Blackpool (8.0), Wrexham v Blackburn (8.0).

CROSS-COUNTRY

Budd enters English championships

Zola Budd has entered the English national championships at Leicester next month despite being forced out of the event last year by anti-apartheid protesters.

Budd, who was born in South Africa but is now a British citizen, has said she will run on February 15 but will not make a definite decision until nearer the date.

A year ago at Birkenhead, 19-year-old Budd was leading when protesters rushed onto the course and forced her out of the race. Now organisers and police face the prospect of trying to avoid a repeat of the incident if Budd, who returns from training in South Africa today, decides to take part.

Vera Duerdin, the secretary of the English Women's Cross-country Association, said: "We know Zola wants to run and we hope she will be allowed to. No one will object people waving banners if that's what they want to do, but we don't want a reputation of last year."

If Budd decides the event is not worth the risk, she seems certain to be allocated one of the two additional England places to defend her world title in Switzerland in March. The first four finishers in the national event are automatically selected.

BASKETBALL

CARLISBERG FIRST ACRYL (RAF HERTFORD) BRISTOL BULLS v MANCHESTER GUARDS (7.30). NATIONAL TROPHY: First round: Sandwell 84 v EPOC Ramsbury (8.0).

OTHER SPORT

BOXING: RAF v Army (RAF HERTFORD). RUGBY FOOTBALL: Blue Stripes British U23 Open (Classy Club, Marlow).

FOOTBALL: CRISIS FOR THE LEADERS AS THEY COUNT THEIR WOUNDED BEFORE GOING INTO BATTLE IN THE FOURTH ROUND OF THE FA CUP

Reading set the pace in injuries as well as in the third division

Reading, who are leading the no fewer than 10 players, including their 10-goal forward, Trevor Senior, under treatment. The midfielder player, White and the winger, Rogers, have been ruled out of Saturday's FA Cup fourth-round home tie with Bury.

It's the worst injury situation we have had since I have been here, the club manager, Ian Branfoot, said. Reading fielded a depleted side in their Freight Rover Trophy 3-0 hammering by Bournemouth on Tuesday. Only five first-team regulars were on the pitch at the end of the match.



Senior: the 19-goal forward is one of the injured 10

Soviets find the route back to goal

New York (AP) - With a revitalized attack and a new generation of players, the Soviet Union could surprise many people at the World Cup finals in Mexico.

Led by forwards Oleg Prokhorov and a rejuvenated Oleg Blokhin, and supported by the youthful attacking midfielder Feodor Teherenkov, the Soviet team has suddenly rediscovered its scoring touch.

The traditional Soviet game was conservative and defensive producing a string of failures and elimination to the 1984 European Championship qualification stage. Anxious to end years of World Cup frustration, the Soviet Football Federation recently named their third manager in four years, Eduard Malofeyev.

South Koreans take to route '66 for a Mexican surprise

Seoul (Reuter) - Argentina and Bulgaria may feel they can look forward to two gift points when they meet South Korea in the World Cup in Mexico this June. But Italy are unlikely to dismiss their Group A rivals lightly.

Kim will take his team to Europe in mid-February for a one-month training stint and the squad will leave for Mexico for acclimatization about four weeks before the final kick-off.

The South Koreans are a mixture of seasoned professionals, including veteran captain Park Chang-Son, 32, and a number of promising youngsters. The best known internationally is 33-year-old winger Cha Bum Kuan who plays for West German club Bayer Leverkusen.

Tottenham given a warning

The Tottenham Hotspur manager, Peter Shreeve, took his players to spy on Saturday's FA Cup opponents, Notts County, and after their 1-1 draw at Brentford on Tuesday night, Tottenham know their third division opponents will give them a run for their money.

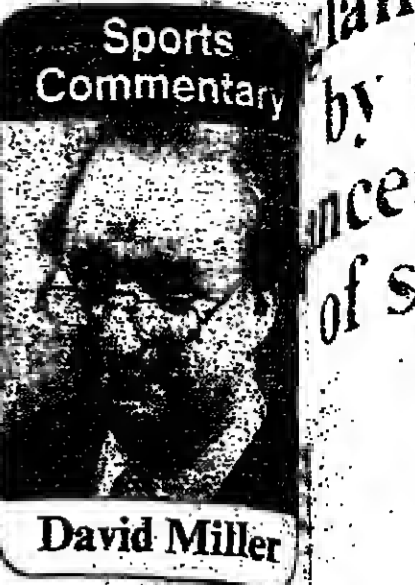
Bond 'favourite' for Birmingham job

John Bond is ready to step back into football management at the top level with Birmingham City. Bond emerged as favourite for the job after caretaker-manager Keith Leonard was sacked yesterday.

Top players accused in tax row

Rome (AFP) - The Italian finance ministry has accused the players who won the World Cup for Italy in 1982 of evading payment of \$37,000 (£27,000) in taxes on their winners' bonuses worth \$125,000.

The players involved are threatening to boycott Italy's next international match, a friendly against the 1982 losing finalists West Germany, to be played on February 4, unless the Italian Football Federation backs their refusal to pay.



David Miller

The debate on whether the points for penalty kicks in rugby should be decreased, or points for tries increased, seems to be of the issue. It was both annoying and satisfying to be at Murrayfield. France handled the ball twice as effectively as the fumbling Scots, and it was a distortion of respective abilities that France, scoring two tries, should lose.

Four of the six penalties kicked by Hastings were for tactical cheating, and there are too few sports today in which the offender is suitably punished. If only it were not in tennis, cricket and football, it is a strange contradiction that the French, so engaging to watch at both types of football, should possibly be so underhand at rugby. To reduce the value of the penalty kick would only tend to encourage the cheats. What is wanted from the International Board is adjustment of the laws to reduce set scrummages and increase three-quarter play. It is the set of scrums which are tedious, not penalty kicks.

Birmingham granted further influence

A grant of £9m by the European Parliament to the city of Birmingham towards the building of an international conference centre, part of a £100m development to be completed by 1994, has given impetus to the campaign for hosting the 1992 Olympic Games. The steady hand of sports administrators from the international federations and the International Olympic Committee, now passing through Birmingham - including shorty Paier Tallberg of the International Association of Athletics Federations - is increasing the respect for Birmingham bid, which will be able to offer facilities second to none.

A snag for Barcelona, however, been eliminated by the approval by Prince Rainier, the president of the International Amateur Athletic Federation, of the Spanish marathon course. The last 1,500m of the course will painfully be run uphill to finish in the Montjuic stadium.

A further, subliminal disadvantage for Birmingham is emerging in the unintentionally high handed manner overseas of Charles Palmer, chairman of the British Olympic Association. Palmer is an ardent and traditionalist of British attitudes. Yet his occasionally abrasive manner is counter-active to international appreciation of traditional British policy. The move by Dick Palmer, the British Olympic Association general secretary, to the Olympic Solidarity Fund may be a reflection of subliminal friction with his chairman.

Ups and downs in the financial Olympics

The rift between Seoul and NBC television was finally resolved in New York two days ago by the statesmanship of Dr. Kim, president of the International Taekwondo Federation. South Korea have now agreed to provide indemnities against possible crises. A \$100m (£300m) guaranteed minimum US rights fee was now, however, a new agreement has arisen. The US Olympic Committee have demanded a percentage from the IOC in return for NBC's use of the Olympic rings logo.

Leading Polish player will miss Mexico

Warsaw (AFP) - One of Poland's most talented footballers will be missing from the World Cup finals in Mexico after the player with the country's military authorities. Anton Pichonick, Poland's coach, would have been delighted to include Jerry Wijas, the midfielder player, in his squad of 20 which left for Italy on the start of a month-long World Cup training programme yesterday. Instead, the player is banished to third division football for a provincial side.

Time to fix Britain's South African stance

Dick Tracey, the Minister of Sport, and the Sports Council need to come into the open on their attitude to the proposed world title eliminating between Frank Bruner and Gerrie Coetzee of South Africa. There is clearly a promotion inconsistency between the callousness of the British rugby tour and the straight official boxing match. It should have a uniform policy within the country. Either our sportsmen are in everything with South Africa or nothing.

Table with 2 columns: Division/League and Results. Includes Irish League, Football Combination, London Senior Cup, and Kent Senior Cup.

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Backstage XI match the men that take the field every Saturday

The two teams that are Altrincham



The man who is Altrincham: Noel White, captain of the team behind the scenes

From their formation in 1903 it took Altrincham 63 years to reach the third round of the FA Cup for the first time. Today the Gola League club regard the achievement almost as commonplace, having repeated it six times in the last 12 seasons. It is a remarkable record for a non-league club employing only part-time players and a part-time manager of the 28 Canon League clubs that have been members of the third and fourth divisions throughout the same period.

It is no coincidence that the change in Altrincham's fortunes from a club struggling to survive in the Cheshire League to the Cup's most consistent giant-killers has come during Noel White's term of office as vice-chairman and, for the last 18 years, chairman. His inspiring leadership and astute financial management have helped make Altrincham the most successful non-league club in the country in almost every sense. They have won more matches in the Gola League since its formation in 1979 (as the Alliance Premier League) than any other club and their recent honours list includes two championships and several cups. However, it has been the FA Cup exploits that have drawn national attention. Altrincham took Everton and Tottenham Hotspur to replays in the 1970s and over the past 13 seasons they have knocked out 11 League sides.

A series of advertisements for lottery games. Includes 'Certified Dividends' with a £2 million prize, 'Littlewoods Pools' with a £193,896 prize, 'Vernons Pools' with a £54,612 prize, and 'Zetters Pools' with a £62,357,405 prize.

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CRICKET

England let down by loss of chances and lack of spinner

Colombo (AFP) - England's batting... England's batting... Sri Lanka... 214...

Table with 2 columns: Player, Runs. Includes names like M.D. Mason, A. Marshall, S.J. Flint.

By lunch, the home team were just 32 runs short of avoiding a follow on... Nicholas finally accepted the new ball...

Kirsten dropped

Johnesburg (Reuter) - Peter Kirsten, the former South African captain... Kirsten dropped...

Paxton is sole Scots change for Cardiff

By Ian McLachlan - The wave of euphoria... Paxton is sole Scots change for Cardiff...

Underwood provides vital spark

By John Clemison - Two breathtaking tries... Underwood provides vital spark...

McEnroe to rest for two months

New York (Agencies) John McEnroe has confirmed he is to take at least two months off from tennis...

Shaw opts for French tournament

Stephe Shaw, Britain's third ranked player, has turned his back on a five-week series of British tournaments...

RUGBY UNION



Helping hand: Allison (centre) encourages his RAF teammate Turner to escape Cambridge attention (photograph: Keith Dobney)

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By Ian McLachlan - The wave of euphoria... Paxton is sole Scots change for Cardiff...

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GOLF

France on course for booming drive

Paris (I.P.) - "I am firmly convinced", said Claude Roger... France on course for booming drive...

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Shaw opts for French tournament

Stephe Shaw, Britain's third ranked player, has turned his back on a five-week series of British tournaments...

TENNIS

Big brother watches as Italy go down to defeat

Switzerland achieved a winning lead over Italy without conceding a set when the BASF European Cup competition... Big brother watches as Italy go down to defeat...

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Shaw opts for French tournament

Stephe Shaw, Britain's third ranked player, has turned his back on a five-week series of British tournaments...

MOTOR RALLYING

Pain begins to tell on Toivonen

Moule Carlo (AFP) - There will be little fuss and bother to the way Peugeot's world champion, Timo Salonen and Seppo Gharjane of Finland...

MOTOR RACING

Car design is turned on its side

The late Colin Chapman rewrite the grand prix car design rule-book in the 1960s by decreasing that drivers should no longer sit up but should virtually lie down...

Australian boys go on try spree in the mud

By David Hands, Rugby Correspondent - Those who have fulminated against the rise and rise of the penalty goal in recent days might, with profit, have attended at Old Deer Park yesterday...

Varsity captain like 'schoolboy'

The refusal by Simoo Griffin, Oxford university captain, to allow Oxford University to play a rugby match against the University of Cambridge...

Four caps play in trial

There are four survivors from last season's 18 group matches in the trial sides from which England's team to play an Australian Schools at Twickenham next Wednesday will be chosen...

Bart's quality to meet holders

By Gordon Allan - St Bartholomew's best King's College by a goal, a try and a penalty goal to two penalties in the first round of the Hospitals Cup at Honor Oak Park yesterday...

SNOW REPORTS

Table with columns: Location, Depth (cm), State, Weather. Includes locations like London, Manchester, Birmingham.

TABLE TENNIS

Desmond Douglas, England's top table tennis star, has returned to peak form at just the right time. He defeated the English Open title at Brighton over the next three days...

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RACING: GREASEPAINT HEADS STRONG TEAM OF IRISH POSSIBLES FOR AINTREE STAMINA TEST

Woodgate looks the banker bet in Forster's treble chance

By Mandarin (Michael Phillips)

Tim Forster, the successful Letchmore Bassett trainer, and his jockeys, Hywel Davies and Richard Dunwoody, look the men to follow at Huntingdon today.

Davies has a clear chance of a double on Echo Souther (12.45) and Woodgate (1.15) while Dunwoody can win the Paxton Handicap Chase on Celtic Slave, who ran well at Windsor eight days ago to finish third behind Memberson and Cerinau.

That was only her second race after a long layoff and she looked as though she would improve for it. Behind her, in fourth and fifth places respectively, were those accomplished performers, Ardent Spy and Charter Party.

Nevertheless, I believe Woodgate is Forster's best prospect in the first division of the Oxford Novices' Hurdle even though he will be confronted by the Wetherby winner, Donna Farina, and The Capo Familia, who is closely related to those good hurdlers. Y Chepstow earlier this month. Woodgate made a lot of friends when he gained his first win. He looks the sort to go on to even better things.

Echo Souther, who jumped so well when he won at Windsor eight days ago, can win the first division of the Wyton Novices' Chase, although he will undoubtedly have to look to his laurels if Marshall Key manages to get his act together in his first race over fences, having shown plenty of ability over hurdles.

Following his good performance at Windsor last week, Captain Dawn looks the best bet of the day in the St Neots

Conditional Jockeys' Handicap Chase.

Captain Dawn's only blemish on an otherwise consistent record this season, occurred when he fell midway through November. He was remounted that day but subsequently pulled up.

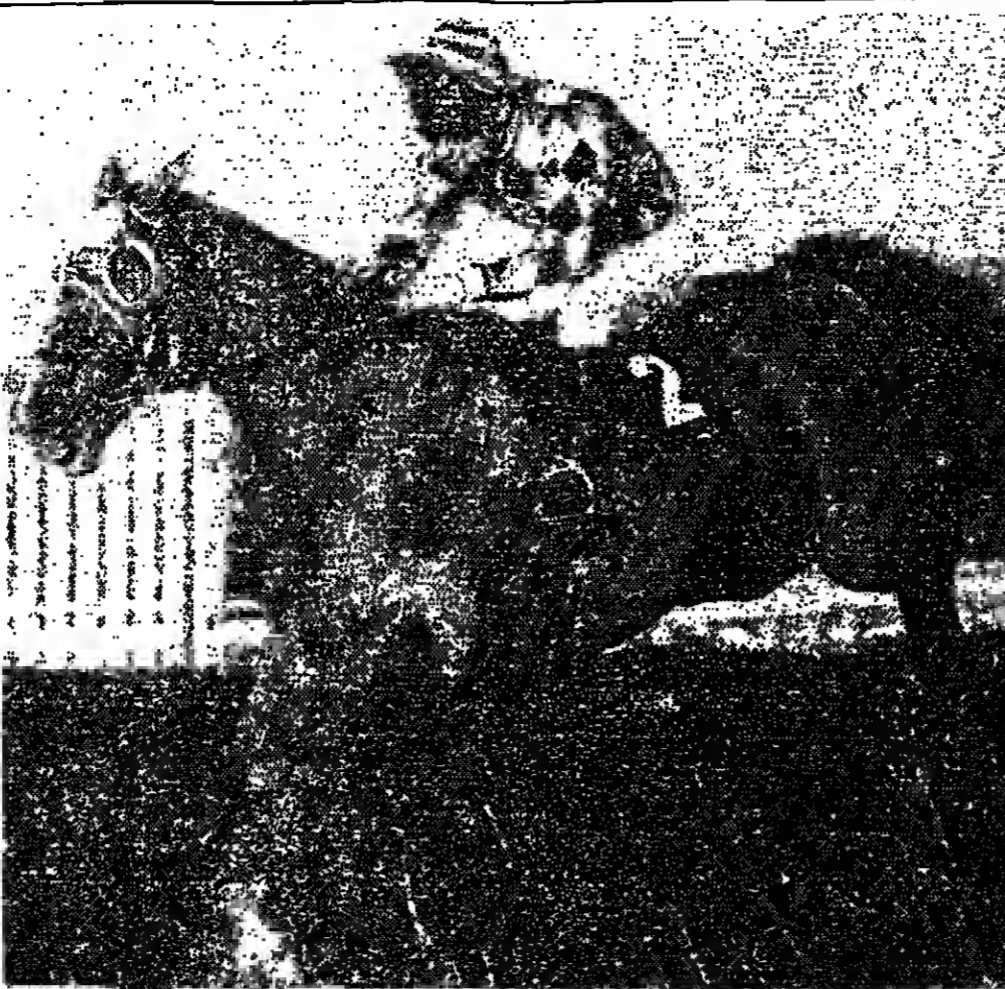
After being given plenty of time to recover from his bruises and regain his confidence, he staged a heartening comeback at Windsor and now I expect him to prove to good for both Silent Echo and Glencoe, who will be having his first race in this country after spending his formative years in Ireland.

At Taunton, the local trainer, Martin Pipe, poses a punters a real problem in the Baron Blakeney Novices' Chase by running both Harlow Mill and Torside. Having trained Baron Blakeney himself, he will be especially keen to win this race.

But I doubt whether either will be good enough to give weight to Kevin Evans, who ran so well over hurdles at Ascot earlier this month when he was runner-up to Yeo Master. Kevin Evans looks the type to do better over fences and I am led to believe that he has schooled well.

No matter what happens there, Pipe should win the second division of the Fresh Start Novices' Hurdle with Waikiki, who cost his owners, Greenreeds Securities Ltd, 15,000 guineas at Doncaster in May after showing the requisite promise by winning a bumper at Plumpton.

The earlier division looks ripe for Cavvies Clown, who has run well to be placed at both Kempton and Windsor since opening his account at Devon of the day in the St Neots



Combs Ditch, a surprise entry for the Grand National at Aintree on April 5

Fancied four out of Schweppes

By Phil McLennan

The folly of anti-post betting was once again underlined yesterday when the first acceptors for the Schweppes Gold Trophy at Newbury on February 8 were published.

The 28 non-acceptors included Saïr's Danes, Gale's Impact, Dhuvar and Stans Pride, who all figured prominently in yesterday's anti-post lists at prices ranging from 16-1 to 25-1.

A surprise among the 50 left in is the Ararat, Rare Dancer and Heynarr stand their ground but Herbert United and Tanker's Princess, a Other significant non-acceptors are the much-improved Southerland and Nicky Henderson's pair, First Bout and Charles Cottage.

Herbert United, third in last year's County Hurdle, a 25-1 chance for this year's Champion Hurdle, takes on Corporal Clinger and Sabir Du Loir in the Bishops Cleve Hurdle at Cheltenham on Saturday night starts in England for Newbury race a mile to preference for the Wessel Industries Champion Hurdle at Leopardstown the same day.

Fred Winter, whose Lambourn stable has not been firing on all cylinders this season, will not have a runner in the Schweppes. Besides

Sailor's Dance, he has also taken out his only other entries, Admiral's Cup and Maya Mail.

Other significant non-acceptors are the much-improved Southerland and Nicky Henderson's pair, First Bout and Charles Cottage.

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Fred Winter, whose Lambourn stable has not been firing on all cylinders this season, will not have a runner in the Schweppes. Besides

HUNTINGDON

- Goings: good
- 12.45 WYTON NOVICES CHASE (Div I: £1,276; 2m 4f) (12 runners)**
- 1 2008-11 ECHO SOUNDER (L) (12.45) 11-9 D Davies
 - 2 300-03 ALSHI (M) (P) (12.45) 11-2 R Snow
 - 3 0000-10 JOHN WILKINSON (C) (12.45) 11-2 R Snow
 - 4 1100-10 JOLLYBO'S DOUBLE (R) (12.45) 11-2 M McLaughlin
 - 5 020-03 MARSHALL KEY (R) (12.45) 11-2 J J Nell
 - 6 00-000 NERVOUS (M) (12.45) 11-2 J J Nell
 - 7 100-00 NEMO KYBO (S) (12.45) 11-2 J J Nell
 - 8 100-03 REPENT (M) (12.45) 11-2 J J Nell
 - 9 000-03 REDY (M) (12.45) 11-2 J J Nell
 - 10 000-00 THE COLOUR (M) (12.45) 11-2 J J Nell
 - 11 000-00 MY NAME IS NOBODY (Y) (12.45) 11-2 J J Nell
 - 12 11-10 ECHO SOUNDER (3 Top) (12.45) 11-2 J J Nell
- FORM:** ECHO SOUNDER (11.7) beat Evening Song (10.1) at Windsor (2m 5f Nov Ch, 1.563, good, 18.13 ran, ALSHI (11.3) 3rd on Broad Beem (11.0) at Wolverhampton (2m 11f Nov Ch, 12.216, good, 18.13 ran, 14. MARSHALL KEY, being in two hurdles within this season; last season (11.2) at Windsor (2m 11f Nov Ch, 12.216, good, 18.13 ran, 14. NEMO KYBO (11.2) at Windsor (2m 11f Nov Ch, 12.216, good, 18.13 ran, 14. REPENT (11.3) 3rd on Bertin (11.0) at Loughfield (2m Nov Ch, 81.813, heavy, Jan 12, 12 ran, TROPIC (11.3) at Newbury (2m 11f Nov Ch, 12.216, good, 18.13 ran, 14. THE COLOUR (10.10) at Newbury (2m 11f Nov Ch, 12.216, good, 18.13 ran, 14. MY NAME IS NOBODY, pulled up lone loser after (10.10) finishing 2nd 4m to Fun Partner (11.1) the previous year at Newbury (2m Nov Ch, 12.216, good, 18.13 ran, 14. Selections: ECHO SOUNDER.

Huntingdon selections

By Mandarin

12.45 Echo Sounder, 1.15 Woodgate, 1.45 Lord Laurence, 2.15 CAPTAIN DAWN (nap), 2.45 King, 3.15 Celtic Slave, 3.45 Jennie Pat.

By Michael Seely

1.15 Woodgate, 3.15 Captain Dawn.

1.15 OFFORD NOVICE HURDLE (Div I: £2,232; 2m 4f) (21)

- 1 001 WOODGATE (S) (S) (1.15) 11-2 M Davies
- 2 000-03 ANGEL BELL (M) (1.15) 11-2 M Davies
- 3 000-04 MOONLIGHTING (C) (K) (H) (1.15) 11-2 M Davies
- 4 001-01 ALDO KING (M) (1.15) 11-2 M Davies
- 5 000-02 BE RESOLUTE (M) (1.15) 11-2 M Davies
- 6 000-03 BURNING WIND (M) (1.15) 11-2 M Davies
- 7 000-04 HARVEY COY (M) (1.15) 11-2 M Davies
- 8 000-05 FOREVER SINGING (M) (1.15) 11-2 M Davies
- 9 000-06 ROYAL INSIGHT (M) (1.15) 11-2 M Davies
- 10 000-07 RUSSELL PLINT (S) (1.15) 11-2 M Davies
- 11 000-08 THE CAPO FAMILIA (M) (1.15) 11-2 M Davies
- 12 000-09 WICKED UNCLE (M) (1.15) 11-2 M Davies
- 13 000-10 WRITING THE MUSIC (M) (1.15) 11-2 M Davies
- 14 000-11 NITTO CHIRAZI (M) (1.15) 11-2 M Davies
- 15 000-12 NETHERBUR (M) (1.15) 11-2 M Davies
- 16 000-13 THE CHARMING (M) (1.15) 11-2 M Davies
- 17 000-14 DEEKA (M) (1.15) 11-2 M Davies
- 18 000-15 WILMA SANDS (M) (1.15) 11-2 M Davies
- 19 000-16 QUIRN WEST (M) (1.15) 11-2 M Davies

1.45 WYTON NOVICE CHASE (Div II: £1,268; 2m 4f) (11)

- 1 011 MAID OF MAYOQUE (M) (1.45) 11-2 M Davies
- 2 012 CONRIE (C) (1.45) 11-2 M Davies
- 3 013-013 UNICORN (M) (1.45) 11-2 M Davies
- 4 014-014 DIUNSLAL (M) (1.45) 11-2 M Davies
- 5 015-015 WYTON NOVICE CHASE (Div II: £1,268; 2m 4f) (11)
- 6 016-016 LORD LAURENCE (M) (1.45) 11-2 M Davies
- 7 017-017 WYTON NOVICE CHASE (Div II: £1,268; 2m 4f) (11)
- 8 018-018 WYTON NOVICE CHASE (Div II: £1,268; 2m 4f) (11)
- 9 019-019 WYTON NOVICE CHASE (Div II: £1,268; 2m 4f) (11)
- 10 020-020 WYTON NOVICE CHASE (Div II: £1,268; 2m 4f) (11)
- 11 021-021 WYTON NOVICE CHASE (Div II: £1,268; 2m 4f) (11)
- 12 022-022 WYTON NOVICE CHASE (Div II: £1,268; 2m 4f) (11)
- 13 023-023 WYTON NOVICE CHASE (Div II: £1,268; 2m 4f) (11)
- 14 024-024 WYTON NOVICE CHASE (Div II: £1,268; 2m 4f) (11)
- 15 025-025 WYTON NOVICE CHASE (Div II: £1,268; 2m 4f) (11)
- 16 026-026 WYTON NOVICE CHASE (Div II: £1,268; 2m 4f) (11)
- 17 027-027 WYTON NOVICE CHASE (Div II: £1,268; 2m 4f) (11)
- 18 028-028 WYTON NOVICE CHASE (Div II: £1,268; 2m 4f) (11)
- 19 029-029 WYTON NOVICE CHASE (Div II: £1,268; 2m 4f) (11)
- 20 030-030 WYTON NOVICE CHASE (Div II: £1,268; 2m 4f) (11)
- 21 031-031 WYTON NOVICE CHASE (Div II: £1,268; 2m 4f) (11)
- 22 032-032 WYTON NOVICE CHASE (Div II: £1,268; 2m 4f) (11)
- 23 033-033 WYTON NOVICE CHASE (Div II: £1,268; 2m 4f) (11)
- 24 034-034 WYTON NOVICE CHASE (Div II: £1,268; 2m 4f) (11)
- 25 035-035 WYTON NOVICE CHASE (Div II: £1,268; 2m 4f) (11)
- 26 036-036 WYTON NOVICE CHASE (Div II: £1,268; 2m 4f) (11)
- 27 037-037 WYTON NOVICE CHASE (Div II: £1,268; 2m 4f) (11)
- 28 038-038 WYTON NOVICE CHASE (Div II: £1,268; 2m 4f) (11)
- 29 039-039 WYTON NOVICE CHASE (Div II: £1,268; 2m 4f) (11)
- 30 040-040 WYTON NOVICE CHASE (Div II: £1,268; 2m 4f) (11)
- 31 041-041 WYTON NOVICE CHASE (Div II: £1,268; 2m 4f) (11)

2.15 NEOTS CONDITIONAL JOCKEYS HURDLE CHASE (£1,665; 2m 10y) (9)

- 1 01034 GLENVIEW (M) (2.15) 11-2 M Davies
- 2 40-030 SILENT ECHO (A) (2.15) 11-2 M Davies

Newcastle results

Going: Heavy

1.30 (2m 4f) 1st FAJROU (R) (1.30) 11-2 M Davies

2.15 (2m 10y) 1st FAVORIT (R) (2.15) 11-2 M Davies

3.00 (2m 4f) 1st PRINCE SANTIAGO (M) (3.00) 11-2 M Davies

4.15 (2m 4f) 1st PRINCE SANTIAGO (M) (4.15) 11-2 M Davies

5.30 (2m 4f) 1st PRINCE SANTIAGO (M) (5.30) 11-2 M Davies

Wolverhampton

Going: good, (heavy), soft (hurdles)

1.15 (2m 4f) 1st SILVER TURN (P) (1.15) 11-2 M Davies

2.30 (2m 4f) 1st PRINCE SANTIAGO (M) (2.30) 11-2 M Davies

3.45 (2m 4f) 1st PRINCE SANTIAGO (M) (3.45) 11-2 M Davies

4.30 (2m 4f) 1st PRINCE SANTIAGO (M) (4.30) 11-2 M Davies

5.15 (2m 4f) 1st PRINCE SANTIAGO (M) (5.15) 11-2 M Davies

TAUNTON

Goings: soft (chase course); heavy (hurdles)

- 1.30 FRESH START NOVICE HURDLE (Div I: £707; 2m 1f) (17 runners)**
- 1 30133 CAVVIES CLOWN (C) (M) (1.30) 11-2 M Davies
 - 2 001-01 DEVIL'S PITCH (M) (1.30) 11-2 M Davies
 - 3 001-02 GENERAL OPTIM (M) (1.30) 11-2 M Davies
 - 4 001-03 VIKING (M) (1.30) 11-2 M Davies
 - 5 001-04 KINGSMILL LAKE (C) (R) (1.30) 11-2 M Davies
 - 6 001-05 NEARLY A MAN (S) (F) (1.30) 11-2 M Davies
 - 7 001-06 TORR (M) (1.30) 11-2 M Davies
 - 8 001-07 FLYING (M) (1.30) 11-2 M Davies
 - 9 001-08 INTO SPACE (M) (1.30) 11-2 M Davies
 - 10 001-09 STRAIGHT DREAMER (M) (1.30) 11-2 M Davies
 - 11 001-10 BRADSHAW (M) (1.30) 11-2 M Davies
 - 12 001-11 REDGARDIAN (M) (1.30) 11-2 M Davies

2.00 JANUARY NOVICE SELLING HURDLE (4-y-c: £572; 2m 1f) (12)

- 1 20010 TOPSOIL (D) (W) (2.00) 11-2 M Davies
- 2 001-01 DANIELSINGER (D) (M) (2.00) 11-2 M Davies
- 3 001-02 KUNAWAT (M) (R) (2.00) 11-2 M Davies
- 4 001-03 TARMON (M) (C) (2.00) 11-2 M Davies
- 5 001-04 CALIFORNIA LINK (C) (R) (2.00) 11-2 M Davies
- 6 001-05 DONNA PERFECTA (M) (R) (2.00) 11-2 M Davies
- 7 001-06 HOLME COURT (D) (R) (2.00) 11-2 M Davies
- 8 001-07 SHANGHAI (M) (R) (2.00) 11-2 M Davies

2.30 BARON BLAKENEY NOVICE CHASE (22-30s; 3m 1f) (15)

- 1 02011-11 NOXAL (D) (2.30) 11-2 M Davies
- 2 02012-12 QUEENSWAY BOY (M) (2.30) 11-2 M Davies
- 3 02013-13 SHERAR (M) (2.30) 11-2 M Davies
- 4 02014-14 VIKING (M) (2.30) 11-2 M Davies
- 5 02015-15 WESTERN BORDER (M) (2.30) 11-2 M Davies
- 6 02016-16 GUILDFORD (M) (2.30) 11-2 M Davies

3.00 FRESH START NOVICE HURDLE (Div II: £754; 2m 1f) (17)

- 1 001-01 DEBBIES PRINCE (C) (W) (3.00) 11-2 M Davies
- 2 001-02 MEMBERS ONLY (M) (3.00) 11-2 M Davies
- 3 001-03 VIKING (M) (3.00) 11-2 M Davies
- 4 001-04 MARK (M) (3.00) 11-2 M Davies
- 5 001-05 WARDK (M) (3.00) 11-2 M Davies
- 6 001-06 LADY (M) (3.00) 11-2 M Davies
- 7 001-07 LOVING EYES (M) (3.00) 11-2 M Davies
- 8 001-08 MESSIAH GOLD (R) (3.00) 11-2 M Davies
- 9 001-09 ATTRACTION (M) (3.00) 11-2 M Davies
- 10 001-10 HOME COURT (D) (3.00) 11-2 M Davies
- 11 001-11 BLAYTHE (R) (3.00) 11-2 M Davies
- 12 001-12 PANDS REVIEW (P) (3.00) 11-2 M Davies

3.30 WELINGTON HANDICAP CHASE (£1,481; 2m 1f) (8)

- 1 0114-14 FREDDIE (P) (N) (3.30) 11-2 M Davies
- 2 0115-15 BUCKLE UP (C) (3.30) 11-2 M Davies
- 3 0116-16 ATTRACTION (M) (3.30) 11-2 M Davies
- 4 0117-17 LEZARD (M) (3.30) 11-2 M Davies
- 5 0118-18 TUDDO (A) (S) (3.30) 11-2 M Davies
- 6 0119-19 DANITA (P) (M) (3.30) 11-2 M Davies
- 7 0120-20 STERLING VALLEY (D) (3.30) 11-2 M Davies
- 8 0121-21 CORFEG VALLEY (11.4) (F) (3.30) 11-2 M Davies

4.00 CORFEG HANDICAP HURDLE (£1,564; 2m 1f) (16)

- 1 02010-10 NOBLE MOUNT (D) (M) (4.00) 11-2 M Davies
- 2 02011-11 CORFEG TALK (M) (4.00) 11-2 M Davies
- 3 02012-12 WARRING (C) (R) (4.00) 11-2 M Davies
- 4 02013-13 RETZEL (C) (R) (4.00) 11-2 M Davies
- 5 02014-14 MIGHTY STEEL (C) (R) (4.00) 11-2 M Davies
- 6 02015-15 DEEP COACH (D) (M) (4.00) 11-2 M Davies
- 7 02016-16 RICHARDSON (M) (4.00) 11-2 M Davies
- 8 02017-17 DEEP COACH (D) (M) (4.00) 11-2 M Davies
- 9 02018-18 RICHARDSON (M) (4.00) 11-2 M Davies
- 10 02019-19 RICHARDSON (M) (4.00) 11-2 M Davies
- 11 02020-20 RICHARDSON (M) (4.00) 11-2 M Davies
- 12 02021-21 RICHARDSON (M) (4.00) 11-2 M Davies
- 13 02022-22 RICHARDSON (M) (4.00) 11-2 M Davies
- 14 02023-23 RICHARDSON (M) (4.00) 11-2 M Davies
- 15 02024-24 RICHARDSON (M) (4.00) 11-2 M Davies
- 16 02025-25 RICHARDSON (M) (4.00) 11-2 M Davies

Lincoln absentees

Teo horses, from the original entry of 63, have been withdrawn at the first hurdle stage of the WILKINSON Handicap at Doncaster on March 1. They are: Field Hand, Postage, All Fair, Baldadoll, Gentlesick, Bassim and The Game's Up. The second acceptance stage is on March 4.

A National option for Combs Ditch

Combs Ditch is the surprise packet among a high-class entry for this year's Seagram Grand National at Liverpool on April 3 (Phil McLennan writes). Also among the 109 entries is Burrough Hill Lad, the only colt expected to be giving us weight - I expect we'll get about 11st 10lb.

Mr Snuggitt and second and fourth respectively behind Last Suptest last year, head the market at 16-1 with Hills who group Burrough Hill Lad, Corbiere, Door Latch and West Tip on 20-1.

Combs Ditch has a strong Irish pedigree, being trained by Kilkenny, Mister Donovan and the 1983 Whitbread winner, Drumlagan, while Essex, bred in Hungary and trained in Czechoslovakia, will give the race a European flavour.

Liverpool entries

SEAGRAM GRAND NATIONAL (Handicap chase, Liverpool, 5.40) 50 runners

- 1 001-01 BURROUGH HILL LAD (C) (16.1)
- 2 001-02 HILLS (M) (16.1)
- 3 001-03 CORBIERE (M) (16.1)
- 4 001-04 WEST TIP (C) (16.1)
- 5 001-05 COMBS DITCH (M) (16.1)
- 6 001-06 LAST SUPTEST (M) (16.1)
- 7 001-07 HILLS (M) (16.1)
- 8 001-08 CORBIERE (M) (16.1)
- 9 001-09 WEST TIP (C) (16.1)
- 10 001-10 COMBS DITCH (M) (16.1)
- 11 001-11 LAST SUPTEST (M) (16.1)
- 12 001-12 HILLS (M) (16.1)
- 13 001-13 CORBIERE (M) (16.1)
- 14 001-14 WEST TIP (C) (16.1)
- 15 001-15 COMBS DITCH (M) (16.1)
- 16 001-16 LAST SUPTEST (M) (16.1)
- 17 001-17 HILLS (M) (16.1)
- 18 001-18 CORBIERE (M) (16.1)
- 19 001-19 WEST TIP (C) (16.1)
- 20 001-20 COMBS DITCH (M) (16.1)

Newbury acceptors

SCHWEPES GOLD TROPHY HURDLE (Handicap hurdle, Newbury, Feb 8) 28 runners

- 1 001-01 SAIR'S DANES (M) (10.0)
- 2 001-02 GALE'S IMPACT (M) (10.0)
- 3 001-03 DHUVAR (M) (10.0)
- 4 001-04 STANS PRIDE (M) (10.0)
- 5 001-05 HERBERT UNITED (M) (10.0)
- 6 001-06 TANKER'S PRINCESS (M) (10.0)
- 7 001-07 HERBERT UNITED (M) (10.0)
- 8 001-08 TANKER'S PRINCESS (M) (10.0)
- 9 001-09 HERBERT UNITED (M) (10.0)
- 10 001-10 TANKER'S PRINCESS (M) (10.0)
- 11 001-11 HERBERT UNITED (M) (10.0)
- 12 001-12 TANKER'S PRINCESS (M) (10.0)
- 13 001-13 HERBERT UNITED (M) (10.0)
- 14 001-14 TANKER'S PRINCESS (M) (10.0)
- 15 001-15 HERBERT UNITED (M) (10.0)
- 16 001-16 TANKER'S PRINCESS (M) (10.0)
- 17 001-17 HERBERT UNITED (M) (10.0)
- 18 001-18 TANKER'S PRINCESS (M) (10.0)
- 19 001-19 HERBERT UNITED (M) (10.0)
- 20 001-20 TANKER'S PRINCESS (M) (10.0)

Taunton selections

By Mandarin

1.30 Cavvies Clown, 2.00 Topsoil, 2.30 Kevin Evans, 3.00 Waikiki, 3.30 Bickleigh Bridge, 4.00 Mighty Steel.

Michael Seely's selection: 3.30 BICKLEIGH BRIDGE (nap).

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SUPER SECRETARIES

also on page 30

Secretary to Public Relations Manager

The Financial Times Newspaper requires an experienced secretary to join its lively Public Relations Department, the work is demanding and varied and involves occasional duties as well as assisting with the organisation of major P.R. functions.

An O Level education is essential plus good shorthand typing skills; word processing experience would be an asset salary £7,900 p/a.

Please write enclosing full CV to: The Personnel Department, Financial Times Bracken House 10 Cannon Street London EC4A 3DF

IMPERIAL COLLEGE (University of London) South Kensington

SECRETARY

Required from 1 February, 1986 for Professor in busy 1986 for the Mechanical Engineering Department. Willingness to use word processor (training will be given) is essential. 4 weeks holiday extra days at Christmas and Easter. Starting salary (under review) in range £23,384-£8,459 + £1,257 London weighting. Applications, with curriculum vitae to Mrs K.M. Doughty, Department of Mechanical Engineering, Imperial College, Exhibition Road, SW7 2BX.

SENIOR PA

£11,000 neg. The MD of a leading international consultancy needs an intelligent PA with previous director level experience to assist him in his day to day affairs and diversify role. You will liaise with the UK and overseas offices, deal with press and PR, and be responsible for a demanding position where you must be well educated, preferably with a degree, and have a working knowledge of WP and skills of 100/80. Stability in a large company, preferably the services industry, an advantage.

Age 27-38
01-495 8992
01-495 8997

1985: Meeting attendance - snow and frost.
9-4 Tors, 5 Cavvies Clown, 2 Into Stone, 7 Mesquite, 10 Factors, 16 others.

LA CRÈME DE LA CRÈME

Trade 01-278 9161/5

LA CRÈME DE LA CRÈME Trade 01-278 9161/5



Audio & Shorthand Secretaries

Why you will find more scope in Management Consultancy

£8,000 - £9,000 + Bonus + LV's Victoria

Here's why: From day one, you will find it easier to respond to an informal, friendly, fast moving environment where you can see the results of your own input into projects and identify with them as they grow and reach fruition. You will also enjoy a high degree of people contact, especially on the telephone, keeping tabs on assignments and juggling with competing demands on your time, which can lead to a high degree of job satisfaction. Our consultants' highly mobile role will leave you all the scope for initiative you could want.

Our current opportunities all require good verbal and written communication skills and accurate 60w.p.m. typing. Age requirements are 24 or over and WP knowledge will be a definite plus, although a course can be provided. For one of the posts a knowledge of shorthand will be useful.

Salary negotiable according to position. Attractive benefits package and modern offices best door to Victoria Station.

HAY-MSL lead the field in human resources consultancy and are a key part of the Satchi & Satchi Group.

Please write with full C.V., including salary to: Janet Whetton, HAY-MSL Management Consultants Group Limited, 52 Grosvenor Gardens, London, SW1W 0AAW. Tel: 730 0833.

TAKE THREE SECRETARIES!

Setting-up the European HQ of the Japanese-based Seiko Epson Corporation at its UK subsidiary location calls for initiative and enthusiasm.

If you're well-educated, with excellent secretarial and communication skills, you could be one of the people we need to join the office responsible for co-ordinating all the activities of our European subsidiaries.

PA / SENIOR SECRETARY

You will provide personal assistance to the Company Secretary who is responsible for the development of new subsidiaries and the financial planning and control of existing subsidiaries. You will also liaise with overseas subsidiaries, the parent company in Japan and other legal

and official bodies. Aged 25-30, you will be qualified to 'A' level standard in English Language and Law, have worked a minimum of 2 years at senior PA level, and preferably have some experience in commercial law.

PA / SECRETARY

You will provide full secretarial support to the Executive Director, Marketing, who is responsible for the preparation and co-ordination of marketing information and plans from our subsidiaries and distributors.

A knowledge of all aspects of word processing together with experience of producing reports and analyses.

The most exciting requirements for both these positions is flexibility and willingness to travel within Europe.

GROUP SECRETARY

The job calls for initiative and flexibility as you will be working in a busy, pressurised environment, providing a full secretarial service to the group, organising travel arrangements and looking after visitors.

Aged 20-24, you must have excellent typing and word processing skills and experience of operating telex and facsimile equipment.

There will be opportunities for career development as the office expands. The salaries are highly competitive and accompanied by an excellent range of benefits. The office is located in Wembley at the moment but is planning to relocate to the Heathrow area later in the year.

Please send full career and salary details to Kevin Shiers, Personnel Manager, Epson (UK) Limited, Dorland House, 388 High Road, Wembley, Middlesex HA9 6UH, or telephone for an application form on 01-902 8892 ext. 282.

S. EPSON CORP.

INFORMATION ASSISTANT c.£10,000

Our client, a leading research consultancy seeks an outgoing, confident person able to provide a first class information service to senior executives and important clients. You should be well educated to 'A' level or degree standard with a responsible, mature attitude. Good experience of routine information functions is essential together with the ability to maintain an accurate data base.

City 01-240 3351 West End 01-240 3531/3571

Elizabeth Hunt
Recruitment Consultants

Manager

£neg + Directorship Potential

Our Client is a well established and respected recruitment consultancy specialising in secretarial appointments.

They are launching a new and autonomous Company aimed at ambitious and motivated individuals. You will be placing these candidates, with marketable skills - WP, fast typing etc. - in companies where their potential to move up the promotional ladder is recognised and encouraged.

They are seeking a professional who can demonstrate enthusiasm, initiative and tenacity; in particular you will have the entrepreneurial ability to build up a client portfolio and manage this new business. Ideally aged 28 years +.

Expertise in the recruitment of temporary and permanent personnel is essential coupled with an exceptional record as Senior Consultant.

This is an outstanding career opportunity to rapidly gain Directorship with the company you will launch and manage. Salary will not be a problem for a person of suitable calibre and ability.

Write in the first instance with C.V. and covering letter to Bartlett Advertising Ltd, 13 John St, London WC1N 2EB listing separately any companies to which you do not wish your application to be forwarded. Please quote Ref. G/23 on envelope.

Bartlett
Advertising Limited

SECRETARY-PERSONNEL

c. £9,500 Waterloo

is an independent private sector company which provides permanent and long term capital to companies of all sizes.

We have an excellent opportunity for a Secretary to join our busy Personnel team, assisting two executives. The successful applicant is likely to be aged 25 plus and educated to 'A' level standard with sound secretarial skills, including audio/typing and shorthand is desirable.

In addition, we offer a large range of benefits including free lunches, non-contributory pension scheme and concessional mortgage facilities.

Interested? Please contact Ann Goldie on 01-928 7822 for an application form.

Investors in Industry plc
91 Waterloo Road, London SE1 8XP.

THE CREATIVE USE OF MONEY

TOP SECRETARIES REQUIRED NIGHTINGALE SECRETARIAT BERKELEY SQUARE

Expanding members only business centre requires further secretarial executives. Applicants should reside within the GLC area + have a knowledge of all office systems, including S/H, audio, telex + WP (Wordstar) and be smart + well spoken.

Excellent salary plus car, medical insurance, dress allowance + share incentive scheme.

Interested applicants should telephone or write today enclosing CV in your own handwriting to

Reference LEMBE/J/W, Nightingale Secretariat, No. 1 Berkeley Square, London W1X 5BG (Tel. 01-629 6126)

PA / SECRETARY Middlesex £9,250 +

Our clients, part of a £ multimillion group, are established market leaders in licence retailing. They now have a vacancy for a PA/Secretary to work for the Marketing Director.

The role will involve you in a variety of tasks including budget control liaison with design studios, advertising and PR agencies and with their field based operating companies.

Aged 25-35, you should have 2-3 years previous experience in a similar environment and have excellent shorthand and typing skills - there will be extensive use of their Wang WP. Ideally numerate, you administration and communication skills, both oral and written, will be put to good use at their luxurious Unbride location.

In return they are offering a salary of £9,250 + and a wide range of big company benefits.

Please reply with full CV to: Jennie Paak, Riley Advertising (Southern) Ltd., Old Court House, Old Court Place, Kennington, London W8.

EXECUTIVE RESEARCH SECRETARY c.£9,500

A senior partner in the world's leading international executive search consultancy seeks a new secretary to work as part of a team. Excellent shorthand, audio and typing are required together with a good telephone manner and the ability to organise a busy workload. 'A' level education preferred and word processing skills (IBM 5520) useful. Age 24+.

Attractive West End offices and excellent benefits. Please send full CV to: Sarah McDowell, Associate, Personnel Search, 31 St. James's Square, London SW1J 4JL.

PROFESSIONAL P.A. £12,000 + MORTGAGE

A superb opportunity is arisen within a prestigious City based Merchant Bank for a first class Director level P.A. The work is very varied providing full support to a young dynamic Director, who has wide ranging responsibilities for steering the bank through the impending City changes. A fair for administration and excellent secretarial skills (100/80) are essential, together with a smart appearance and a cheerful, energetic approach to working under pressure. Graduate preferred, 'A' levels essential. Age late 20's-40. Please call 588 3535

Crone Corkill
Recruitment Consultants
18 Eldon Street, London EC2

SPORTS & COMPUTER SHOWS PA/SECRETARY c.£9,000

If you consider yourself an alert, enthusiastic, organized secretary you will be able to put these skills into action working for a dynamic director heading UK exhibitions. You will play an important role in the department liaising with delegates and speakers and will need commitment and excellent typing skills (100/80) and a cheerful telephone manner (short-hand use). Age 20+.

Bernadette of Bond St.
Recruitment Consultants
No. 55, Bond Street in Piccadilly
01-222 1284

SIMPLY THE BEST £15,000+

If you have a good track record in the secretarial world, and good secretarial skills (100/80), you will enjoy working for an investment banker who is at the top of the profession. You will provide him with the secretarial support in an exciting environment, the salary level reflects your relevant experience, your skills and confidence and your ability to create yourself wholeheartedly in the secretarial profession. Age 20+.

CITY OFFICE 726 8491
ANGELA MORRIMER

EXPERIENCED LEGAL AUDIO SECRETARY

Required for solo practitioner in Fleet Street. Salary £9,500. Must have excellent skills in shorthand, typing and legal research. Age 23-35. Salary is £12,000. NO AGENCIES PLEASE

SECRETARY/PA
Required in small family office near Oxford Circus. Ability to work alone, wide personal using own initiative essential. Good organizational skills and legal research a must. Age 23-35. Salary is £12,000. NO AGENCIES PLEASE

FIRST CLASS PA WITH PROVEN ADMINISTRATIVE SKILLS

To work with the Managing Director of a 3-month-old Corporate Consultancy Company whose Blue-Chip Client list is growing rapidly.

The Company is based in Hammersmith, West London, the opportunity is to play a central role in the development of this company.

The tasks, in addition to secretarial services to the MD are to take responsibility for administration, allowing the Consultants to focus their efforts on client briefs.

Some client contact will be involved. Initially tasks will range from the sublime to the ridiculous, with the sublime taking over progressively.

The qualifications include complete secretarial proficiency and ideally experience of working with a computer-based word-processor and other systems; training on these specific systems will be provided.

The most important qualifications are experience of working in a senior position and operating autonomously, with initiative. The salary - not less than £11,000 is negotiable. The preferred age is 27+.

Please send full written details to: Whitchurch & Company, 38 Parrers Road, London W6 0EZ.

Golden Opportunity

A golden opportunity has arisen for a keen and ambitious second jobber to work for a major international company based in the Strand. You will work for the PA and become her right-hand person and assist her in the running of the department. You will ideally demonstrate shorthand and audio skills and in return you will receive excellent training and prospects.

EARLY INTERVIEWS ALWAYS AVAILABLE BY APPOINTMENT. Please contact Shân Cookbill on 240 9911

TEMPORARIES
Immediate opportunities with Manpower (New Bond St)

Experienced: ★ Word Processor Operators ★ Secretaries ★ Typists

needed for long and short term assignments Excellent benefits and free word processor training.

CALL US NOW **MANPOWER.** Tel: 491 3970
Temporary Services

DRAKE PERSONNEL WHEN AND IDEAL £18,000

This dynamic young lady Director urgently needs your excellent WP and secretarial skills to help her run this exciting and busy office in the heart of the City. You will be based on a busy street and you will be called on to use your initiative to get things done. You will be given a view to actually managing the office.

So if you have good commercial experience, shorthand and typing call Sonia Brantley on 734 0911.

ADLAND PLUS
SH/Audio Sec to charming MD of leading Ad agy. Good organizational skills. Some recruitment responsibility. Previous Board level exp essential. Age 27-35. £11,500-14,000-
Recap with acc typing reqd for Adv Co. Smart appearance and well spoken. £8,000 - £9,000

SECRETARY/ADMINISTRATOR £8,500 p.a.

required by major English language and business skills training organisation. You will work with a small informal team in the department's administrative and secretarial support. The work involves production of high quality reports and maintaining records of trainees in the organisation. Experience in the language sector is essential. You must have a strong team spirit and be able to work under pressure. You will be expected to take initiative and be seen to work independently in the department. You will be required to work with a high level of accuracy. Good typing skills are essential. WP experience would be an advantage. Salary is negotiable. Please send CV and covering letter to: Anna Stanton on 01-837 2224.

SECRETARY/PA £2,500 p.a.

required by major English language and business skills training organisation. You will work with a small informal team in the department's administrative and secretarial support. The work involves production of high quality reports and maintaining records of trainees in the organisation. Experience in the language sector is essential. You must have a strong team spirit and be able to work under pressure. You will be expected to take initiative and be seen to work independently in the department. You will be required to work with a high level of accuracy. Good typing skills are essential. WP experience would be an advantage. Salary is negotiable. Please send CV and covering letter to: Anna Stanton on 01-837 2224.

SECRETARY/PA

Required in small family office near Oxford Circus. Ability to work alone, wide personal using own initiative essential. Good organizational skills and legal research a must. Age 23-35. Salary is £12,000. NO AGENCIES PLEASE

YTS CO-ORDINATOR

Salary circa £18,000 (including London weighting)

As one of the UK's largest travel agency multiples, Lunn Poly Limited has a thriving Youth Training Scheme programme. Young people on the scheme are now our main recruitment source and we are constantly seeking to upgrade the quality of training offered to them.

Growth in numbers and the introduction of the two year scheme has created a need to appoint a Co-ordinator to develop our programme.

Naturally this is a role which will appeal to someone committed to the development of young people and who understands the aims of YTS.

The job brief majors on liaison and administration so the successful candidate is likely to have excellent interpersonal skills, he well organised and numerate.

Written applications with a full C.V. should be sent to: Mrs J. Francis, Personnel Manager, Lunn Poly Limited, 47/Chiswell Street, London EC1Y 4TH

Lunn Poly

EXECUTIVE/PERSONAL ASSISTANT

I am Chairman of a fast-expanding publicly-quoted advertising and public relations consultancy.

I am looking for an exceptional Executive/Personal Assistant who is presentable, intelligent and has a lively mind. The ideal candidate will be hard-working and committed, careful and discreet and above all, should have a good sense of humour.

The work is pressurised, often highly confidential and the hours are quite demanding, but this is reflected in the remuneration package which includes profit-sharing.

If you are aged 24-28 and believe that your background, experience and unusual personal qualities make you the right candidate for this job, please contact me, Reg Valin, or else my current Assistant, Jane Sowerby on 01-730 3456.

NO ORDINARY JOB AS SECRETARY TO MANAGING DIRECTOR

of a growing Travel Magazine Publishing Company in Central London. This calls for a person with exceptional all-round secretarial and organisational skills. A good on-going personality is needed to handle the liaison with major clients in both Europe and the USA and to become really involved in this exciting position. Salary will be up to £10,000 p.a., plus good working conditions in a friendly office.

Please apply in writing, or by telephone to: The Managing Director, TRAVEL PUBLICATIONS INTERNATIONAL LTD., 25-26 Lane, London WC2N 4EA. Tel: 01-379 8377

PA/SECRETARY EC2

A bright lively personality aged 25+ with a good education is required to be the PA/Sec to a Director of a large successful service industry group. Duties are varied but include a significant involvement in advertising together with the more useful secretarial (audio and shorthand) skills and organizational functions. Common sense and initiative will be well rewarded.

Please ring 01-828 6064

LOOKING FOR A CAREER IN THE HOLIDAY INDUSTRY?

Look no further than this. We are a leading public company in the holiday industry and we are looking for a bright experienced and well organised secretary/PA for a main board director/company secretary. The successful applicant must be able to undertake all secretarial duties with a minimum of supervision, good shorthand/audio skills essential - WP an advantage. Salary negotiable + excellent fringe benefits. Please send cv to: Mrs L. Mason, Astley House, 33 Notting Hill Gate, London, W11 3TQ.

PR IN COVENT GARDEN to £10,000 neg

Have you got the secretarial skills to help your client's PR? We are seeking a well educated and professional person to assist in the preparation of press releases, brochures and other promotional material. Excellent salary and benefits package. Please send CV to: PR Consultants, 10 Floral Street W2 1AG. Tel: 01-240 3351

JOAN TREE

RECRUITMENT CONSULTANTS
30 FLORAL STREET WC2
01-240 3351

DRAKE PERSONNEL

Assist in the organisation of one of the UK's top exhibitions and see your professional skills to help a team of Campaign Managers organise the promotion for their clients. Your basic skills of word processing will be useful and training is given on a computer. A responsibility is here to progress into account handling.

Senior Secretaries

01-406 1811

Senior Secretaries

01-406 1811

ICMA SENIOR SECRETARY/PA

Experienced secretary required by Director responsible for the marketing and organisation of Management training seminars for business executives.

THE INSTITUTE OF COST & MANAGEMENT ACCOUNTANTS

63 Portland Place
London W1N 4AB
01-637 2311

Personal Secretary Design Co. W1 £9,000+

Experienced shorthand secretary (110/80) for managing director of expanding design firm. Lots of interesting work. Excellent contact. Good personality; enjoy being part of a team, sound general knowledge. Please call Sheryl Simmons on 01-438 7768

MD's SEC DESIGN c.£10,000

The young and dynamic managing director of a fast growing design company is urgently looking for an excellent secretary with WP experience. Luxurious offices with a wonderful 'buzz' atmosphere. Must have excellent skills and a charming telephone manner. Fabulous opportunity. Call Mandy Stafford

FLOATING INTO PROPERTY £9,000

An excellent opportunity exists in this thriving, friendly firm of Chartered Surveyors for a floating secretary. There is excellent variety and involvement throughout the company and you will cover the level April 20-30. You will have good skills (100/80), good audio and WP and a pleasant, smiling approach. Please call: 434 4512

Crone Corkill

39 Regent Street, W1

EXPERIENCED LEGAL AUDIO SECRETARY

Required for solo practitioner in Fleet Street. Salary £9,500. Must have excellent skills in shorthand, typing and legal research. Age 23-35. Salary is £12,000. NO AGENCIES PLEASE

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DEATHS

MINIMUM 3 LINE
Announcements authorized by the family and arranged either by the sender, may be sent to:
1750 Finch Ave. E. Toronto, Ont. M2N 6L5
200 Glen St. Toronto, Ont. M5R 2Y5
Advertisement charges are \$10 per line per day. Minimum 3 lines. 10 lines or more 75% discount. All funerals are held at 11:00 a.m. unless otherwise stated. For a complete listing of funeral homes, see page 31.

BIRTHS

BARRETT On January 17th at St. Mary's Hospital, a daughter, Elizabeth Marie, to Mr. and Mrs. Robert Barrett. Family home, 1500 St. George St. Tel. 361-1111.

BLAKE On January 19th at St. Mary's Hospital, a daughter, Elizabeth Marie, to Mr. and Mrs. Robert Blake. Family home, 1500 St. George St. Tel. 361-1111.

RODRIQUEZ On January 21st at St. Mary's Hospital, a daughter, Elizabeth Marie, to Mr. and Mrs. Robert Rodriguez. Family home, 1500 St. George St. Tel. 361-1111.

DEATHS

ETHEMER - EILEEN - Passed on January 22nd at St. Michael's Hospital, Toronto. She was 78 years old. Burial in Holy Sepulchre Cemetery, Toronto. Family home, 1500 St. George St. Tel. 361-1111.

SCOTT, HOWARD B. - On Tuesday, January 22nd, at St. Michael's Hospital, Toronto. He was 78 years old. Burial in Holy Sepulchre Cemetery, Toronto. Family home, 1500 St. George St. Tel. 361-1111.

MEMORIAL SERVICES

BIRKEN - A memorial and thanksgiving service for the late Mrs. Birken will be held at the Holy Sepulchre Cemetery, Toronto, on Friday, February 7th, at 11:00 a.m.

PETER - A memorial and thanksgiving service for the late Mr. Peter will be held at the Holy Sepulchre Cemetery, Toronto, on Friday, February 7th, at 11:00 a.m.

PERSONAL COLUMNS

Trade 01-837 2104 and 01-278 9232 Private 01-837 3333 or 3311

HOLIDAYS AND VILLAS

"SAVE LIFE"
"IN CLASS"
"EXECUTIVE CLASS"
"TOURIST CLASS"
"AROUND THE WORLD"
"BOOK NOW FOR 86"

TRAVELERS
WORLDWIDE LOW COST FLIGHTS
THE BEST AND WE CAN PROVE IT!
168,000 clients since 1970
CREDIT - WORLDWIDE TRAVELERS

NEW LOW FARES WORLDWIDE

LAGOS Lagos, Nigeria \$200
ROME Rome, Italy \$250
PARIS Paris, France \$200
ATHENS Athens, Greece \$250
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WINTER SPORTS

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323 7364811
ABTA

SKI SUPERTRAVEL
CHALETES FROM £169
FLIGHTS & TRANSPORT ONLY
01-584 5060

DISCOUNTED FARES

BARBANT AIR FARES
New York \$180
London \$200
Paris \$250
Rome \$300
Tokyo \$350

FLIGHTS MADE EASY

THE MORE YOU HELP US, THE MORE WE CAN HELP YOU.

01-878 9141

ANNOUNCEMENTS

PREF SCHOOL MEMORIAL
The Pref School Memorial will be held at the Holy Sepulchre Cemetery, Toronto, on Friday, February 7th, at 11:00 a.m.

CLUB ANNOUNCEMENTS

YOUNG CHIEFS BRIDGE CLUB
Club House 11-40 Ave. Toronto, Ont. M5R 2Y5
Tel. 922-1111

SKJ WEST STANDBY
HOTLINE
323 7364811
ABTA

WINTER SPORTS

SKJ WEST STANDBY
HOTLINE
323 7364811
ABTA

DISCOUNTED FARES

BARBANT AIR FARES
New York \$180
London \$200
Paris \$250
Rome \$300
Tokyo \$350

ANNOUNCEMENTS

PREF SCHOOL MEMORIAL
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RENTALS

KNIGHTSBRIDGE MEWS HOUSE
Spacious luxury house in prime location, close to Hyde Park and Regents Park. Call: 01-278 9232

DOUGLAS LYONS & LYONS
Residential Lettings
01-235 7933

ANTIQUE AND COLLECTABLES

STAMP COLLECTOR WISHES
to exchange postage stamps and philatelic material. Call: 01-837 2104

FOOD AND WINE

RESTAURANTS
For a complete listing of restaurants, see page 31.

OFFICE RENTALS

CONSULTING ROOM 118
Call: 01-837 2104

LEGAL NOTICES

IN THE MATTER OF THE
Call: 01-837 2104

PHILIPS KAY & LEWIS
722 5135
Real Estate Services

QUEENS GATE SW7
Philip Andrews
01-486 5991

S.W.1
Real Estate Services

SUPER SECRETARIES
also on page 28

YOUNG RECEPTIONIST
A small friendly company with beautiful staff...

BERNETTE OF BOND ST.
Recruitment Consultants

CONSTRUCTION ENGINEER
U.S. Nat'l. B.S.C.E. 25 yrs. experience...

EPKL
Kings Henry's Road, W3
722 5135
PHILIPS KAY & LEWIS
Real Estate Services

Today's television and radio programmes

Edited by Peter Dear and Peter Davalle

BBC 1

6.00 Cereflex AM. News headlines, weather, travel and sports bulletin.

tv-am

6.15 Good Morning Britain, presented by Arne Diamond and Mick Owen.

ITV/LONDON

9.25 Thames news headlines. 9.30 For Schools: Making a school's television programme.

BBC 2

9.00 Cereflex. 9.25 Daytime on Two Maths: can figures let 9.58 All about bridges 10.15 Science: fire, earth, metals 11.00 How a map helps to avoid mountain hazards.

CHANNEL 4

2.35 Film Beau-James (1957) starring Bob Hope and Vera Miles. A film biography of the mid-Twentieth century.

CHOICE

grounds of legality and danger to life and limb, the police deplore the activities of these neighbourhood watch groups.

RADIO 4

On long wave, 1 above VHF stereo. 5.55 Shipping. 6.00 News Briefing. 6.10 Farming. 6.25 Traveller.

RADIO 3

6.55 Weather. 7.00 News. 7.05 Morning Concert: Gloria's overture by Ludwig van Beethoven.

Radio 2

6.00 News. 6.30 Sports. 6.55, 7.00, 7.15, 7.30, 7.45, 7.55, 8.00, 8.15, 8.30, 8.45, 8.55, 9.00, 9.15, 9.30, 9.45, 9.55, 10.00, 10.15, 10.30, 10.45, 10.55, 11.00, 11.15, 11.30, 11.45, 11.55, 12.00.

Radio 1

6.00 News. 6.30 Sports. 6.55, 7.00, 7.15, 7.30, 7.45, 7.55, 8.00, 8.15, 8.30, 8.45, 8.55, 9.00, 9.15, 9.30, 9.45, 9.55, 10.00, 10.15, 10.30, 10.45, 10.55, 11.00, 11.15, 11.30, 11.45, 11.55, 12.00.

WORLD SERVICE

6.00 News. 6.30 Sports. 6.55, 7.00, 7.15, 7.30, 7.45, 7.55, 8.00, 8.15, 8.30, 8.45, 8.55, 9.00, 9.15, 9.30, 9.45, 9.55, 10.00, 10.15, 10.30, 10.45, 10.55, 11.00, 11.15, 11.30, 11.45, 11.55, 12.00.

WHAT THE SYMBOLS MEAN: * Stereo, ** Black and white, ** Repeat

FREQUENCIES: Radio 1: 1053kHz/285m; 1089kHz/275m; Radio 2: 693kHz/433m; 908kHz/330m; Radio 3: 1215kHz/247m; VHF 90-92.5; Radio 4: 200kHz; 1500kHz; 15.5; LBC 1152kHz/261m; VHF 97.3; Capital: 1548kHz/194m; VHF 95.6; BBC Radio London 1458kHz/206m; VHF 94.9; World Service MF 648kHz/163m.

REGIONAL TELEVISION VARIATIONS

BBC1 WALES - 5.55-6.00 Wales Today. 6.30-7.00 The Happiest Days? (Gerrard Edwards). 11.25-11.55 Today.

HTV WEST

As London except: 1.20pm News. 1.30 Country Practice. 2.25-2.30 Home Cookery.

HTV WALES

As HTV West except: 9.20-10.09 Schools 10.11-10.26 Looking Forward. 8.00pm-8.35 Wales Today.

CHANNEL 4

As London except: 1.20pm News. 1.30 Country Practice. 2.25-2.30 Home Cookery.

BORDER

As London except: 1.20pm News. 1.30 Country Practice. 2.25-2.30 Home Cookery.

ENTERTAINMENTS

OPERAS & BALLET: ALPHONSE TRUOT. 6.30-8.00. Royal Opera House. Covent Garden.

THEATRICALS: THE THEATRE OF COMEDY COMPANY. 8.00-9.00. Theatre Royal, Haymarket.

THEATRICALS: DRACULA. 8.00-9.00. Theatre Royal, Haymarket.

ART GALLERIES: AGNEW GALLERY. 45 Old Bond St. W. 1. 11.00-12.00. Annual Exhibition.

The DHSS Board and Lodgings Crisis. Unemployed people made homeless speak out. Please call it, or record it if necessary.

Shelter. Hassli. Char. CLSSAF. SHAC. Central London Social Security Advice Forum. The London Housing Aid Centre.

Labour MPs to seek Order Bill changes

By Frances Gibb
Legal Affairs Correspondent

Opposition MPs, with the backing of a large number of legal bodies, are to press for changes to the controversial new offence of "disorderly conduct" contained in the Government's Public Order Bill which entered its committee stage in the Commons yesterday.

The Bill, the first large-scale overhaul of public order law for 50 years, contains offences of riot, unlawful assembly, affray and disorderly conduct and creates new police powers to control demonstrations, to impose conditions on marches and to tackle football hooliganism.

"Disorderly conduct" involves words or behaviour that are threatening, abusive, insulting or disorderly, where, in the opinion of a police officer, those are likely to "harass, alarm or distress" another.

But groups including the Legal Action Group of lawyers, the National Council for Civil Liberties, Justice, the law reform group, and the Haldane Society of Socialist Lawyers, have attacked the clause as giving the police wide and unfettered discretionary powers.

The groups also say that the offence extends the criminal law to behaviour which cannot fairly be described as criminal. The NCCL, in its briefing to MPs, says it could cover "a heckler at a shareholders' meeting" or "shutting car doors after a party".

Cardinal in split with handicap charity

Continued from page one

Mencap, Mr Brian Rix, was a signatory of a letter in *The Times* opposing this view, and as a result there was an exchange of private correspondence in which the cardinal raised the matter of his continuing patronage. He was apparently not aware of the December policy decision until this week, when a Mencap letter to MPs was forwarded to him.

In his letter of resignation he told Mr Rix: "This statement supporting research on human embryos is totally unacceptable on moral grounds to Catholics, since it is incompatible with the moral teaching and principles of our church."

He said he approved Mencap's "admirable" work for the handicapped, but had to dissociate himself completely from its public position on embryo experiments "which failed to respect the sanctity and integrity of innocent human life".

Mencap issued a statement yesterday regretting Cardinal Hume's withdrawal and explaining that its support for certain experiments was "related to the prevention of handicap at the pre-embryo stage", referring to a fertilized ovum in its early existence. Cardinal Hume's letter calls the same entity an embryo, which is where part of their disagreement lies.

It is understood the cardinal expects to take a leading role in the public controversy over legislation on these matters later this year, which would bring him into direct opposition with Mencap.



Three Sikhs after being sentenced to death in Pakistan this week for hijacking an Indian airliner to Lahore.



Satwant Singh's parents leaving the court yesterday and Mr Lekhi (right) condemning the verdict.

Gandhi plotters sentenced to hang

By Our Foreign Staff

The three Sikh defendants in the Indira Gandhi murder trial were yesterday found guilty and sentenced to death by hanging.

In the makeshift court at Delhi's Tihar jail, Judge Mahesh Chandra described the assassination of the former Indian Prime Minister in October 1984, as the "rarest of rare" crimes and said the three deserved the extreme penalty. He was listened to in silence by the accused, the late Prime Minister's bodyguards, Satwant Singh and Balbir Singh, and a former civil servant in the Directorate-General of Supplies and Disposals, Kehar Singh.

After the judge delivered the verdicts, the three were asked if they had anything to say. Each stood and said: "I am innocent". Their defence counsel, Mr P. N. Lekhi, said he would file an appeal in the High Court within seven days.

Later Mr Lekhi said: "Satwant Singh will not die a death accelerated by judicial murder." Satwant Singh told reporters in the court: "I have no regrets, except that this has not a fair judgment. The judgment was predetermined."

Judge Chandra told the court the prosecution "established beyond a reasonable doubt" that the Sikhs conspired to kill Mr Gandhi.

The prosecution claimed Mrs Gandhi's murder was in revenge for the June 1984, Indian Army attack on the Golden Temple of Amritsar, the Sikhs' holiest shrine.

The Cabinet Office leak inquiry, which is also covering other Westland leaks, was set up in January 14 once it had been established that the leak was not authorized by a minister. It is therefore assumed in Whitehall that one or more Civil Servants acted on his, her or their own initiative, and that a minister cannot therefore be held culpable.

Cabinet ministers were never justified in leaking sensitive or classified information, said Edward Heath, said last night (Our Political Reporter writes). Civil Servants were never justified in making public

Base rate rise expected

Continued from page 1.

Increase in mortgage rates from the 12.75 per cent level would add £10.50 to the net monthly repayments on a £20,000 mortgage.

Sir Campbell Adamson, chairman of the Abbey National, said in presenting the society's annual results: "If the bank rate goes up again we will have to think very seriously indeed."

A rise in mortgage rates would upset hopes of a drop in

inflation to 3.5 per cent by the middle of the year. However, the Treasury has made clear that it is unwilling to see the pound fall to a level which would jeopardize longer term hopes of lower inflation.

The focus this morning will be on the Bank of England's tactics in the money markets. The stock market yesterday took comfort from the fact that the pound's fall will help exporters. The FF 30-share index was up by 14.9 to 1123.6. Kenneth Fleet, page 21

Today's events

Royal engagements
The Prince of Wales opens the West Norfolk Business Enterprise Trust, King's Lynn, Norfolk, 11.30. He then visits the World of Watercolours and Drawings fair and exhibition, Park Lane Hotel, Piccadilly, 2.45; and later as Colonel-in-Chief, the Parachute

Regiment, dines with the Officers of the Queen's Guard, Second Battalion, the Parachute Regiment, St James's Palace, 7.30.
The Princess of Wales visits the Hospice of Our Lady and St John, The Priory, Wilton, Milton Keynes, 10.40; and later attends a lunch at Stoper's Sports Centre, St Thomas's Road, Stoper's, 12.
The Duchess of Kent opens the

New Children's Unit at the Nuffield Orthopaedic Centre, Oxford, 3.
Princess Alexandra presents the awards of the Worldwide Bed & Breakfast Association, Town Hall, Horton St, W8, 11.25.
Music
Organ recital by Ivo Tracey, City Hall, 7.30.
Organ recital by Martin Ellis, Taunton School, 8.

THE TIMES INFORMATION SERVICE

New books - paperback
The Literary Editor's selection of interesting books published this week:
FICTION
Drama from Banker Hill, by John Fante (Griffin, £2.50)
Jew Susie, by Lion Feuchtwanger, translated by Willa and Edwin Muir (Griffin, £2.50)
Love and Friendship, by Alison Lurie (Abacus, £2.95)
Stunning the Punters, by Robert Spurr (Faber, £4.95)
The Street, by Ann Patch (Virago, £3.50)
NON-FICTION
God's Apology, A Chronicle of Three Friends, by Richard Ingrams (Hamish Hamilton, £2.95)
Dramatic Business Selects, by John G. Griffin (Oxford Books, £5)
Somewhere Farther Than the Stars, An Englishman's eye-view of the modern American West, by Dennis Topping (No-novels, £2.95)
The Clyde Estuary and Central Region, by J. B. Stevenson (HMSO, £6.95)
To the Frontier, by Geoffrey Moorhouse (Coronet, £3.50) PH

Collins Dictionaries Times Crossword Championship, 1986

The Times Crossword Puzzle No 16,951

A crossword puzzle grid with numbers 1 through 25. Some squares are shaded black.

- ACROSS
 - 1 It used to be white with sugar, we are told (6).
 - 5 Lamb on a string for tragic king's daughter (6).
 - 7 Musical tournament (18).
 - 10 Bank's keynote is caution (6).
 - 11 Where to spill at a garden party? (8).
 - 12 Note what has happened before a meal (6).
 - 13 Tribesman using internal security force to get airborne (8).
 - 15 Iodian's pulse had somehow come to pound (4).
 - 17 Inspid as a person, but right in the swim (4).
 - 19 Discontinue meetings in favour of sport (8).
 - 20 Druses blow up in imprisonment (6).
 - 21 The Bishop of Rum-U-Foo is not in office to become exhausted (5).
 - 22 Can this negro with a Scotsman's help change his skin, asked Jeremiah (6).
 - 23 What, on reflection, Narcissus suffered from (8).
 - 24 These potatoes have extra point for the Cheshire Cat's owner (8).
 - 25 Off stage direction to actors (6).
- DOWN
 - 2 Catamaran that is purple inside (8).
 - 3 Use this to enter bordello freet (8).
 - 4 New workout (14-5).
 - 6 Revenue man's gin is one for the connoisseur (10,5).
 - 8 One of Pinafore's crew a chip off this block? (4-3).
 - 9 Retriever, par Newfoundland (8).
 - 7 Runway parade by band (8).
 - 14 Firm line that Agag might have managed? (9).
 - 15 On the faded old man's beard, Perth - he's a useless blow (10,5).
 - 16 Revolutionary new car chain (8).
 - 17 Bring down the king to death (8).
 - 18 It's a trick - the tulle is transparent (8).
 - 19 Ancient eastern gold coin (7).

Solution of Puzzle No 16,950

1. CRYSTAL
2. PURPLE
3. MASCARINE
4. MASCARINE
5. MASCARINE
6. MASCARINE
7. MASCARINE
8. MASCARINE
9. MASCARINE
10. MASCARINE
11. MASCARINE
12. MASCARINE
13. MASCARINE
14. MASCARINE
15. MASCARINE
16. MASCARINE
17. MASCARINE
18. MASCARINE
19. MASCARINE
20. MASCARINE
21. MASCARINE
22. MASCARINE
23. MASCARINE
24. MASCARINE
25. MASCARINE

The pound

Australia \$	2.04	2.04
Belgium Fr	248.8	248.8
Canada Cdn	73.0	73.0
Denmark Kr	13.10	13.10
Finland Mk	2.25	2.25
France F	10.24	10.24
Germany DM	3.37	3.37
Greece Dr	205.0	205.0
Italy Lit	2.280	2.280
Japan Yen	236.0	236.0
Netherlands Gld	11.25	11.25
Portugal Esc	200.0	200.0
Spain Pes	221.0	221.0
Sweden Kr	10.24	10.24
Switzerland Fr	1.481	1.481
USA \$	1.62	1.62
Yugoslavia Dnr	236.0	236.0

Rate for small denomination bank notes only, as quoted by Barclays Bank PLC.
Retail prices index 378.9.
London: The FT index closed up 14.8 at 1123.6.

Roads

London and South-east A131: Single all-day lane from Hampton Road to junction with Luton Rd, temporary lanes. All Lane closures from 9.30am to 4pm on the Luton Rd. M5: Banbury central reservation work. A64 Lane closures in Western Ave, just W of Hemel Hempstead gyratory system; lanes closed in both directions on Tuesday afternoon.

North-west: M6: Repairs between junctions 2 (A123 Dudley and Birmingham W) and 3 (A456 Helleswell and Hyde). M6: Repairs on the Eastern to Plymouth road, bridge between Strerbury and Ludlow, temporary works.

West: M5: Roadworks on northbound carriageway of the M5 between junctions 10 and 11. Junction 2 closed north and southbound, A113: M25: Roadworks on the Cranborne to Swanford road at South Craydon on boundary Gloucestershire/Wiltshire; delay possible.

The North: M1: Full closure of Doncaster to Sheffield link; diversion due to work on the Eastern to Plymouth road, bridge between junctions 10 and 11. M1: Banbury central reservation work on the Cranborne to Swanford road at South Craydon on boundary Gloucestershire/Wiltshire; delay possible.

South-east: A74: Milton Bridge, Luton, closed northbound from 9.30am to 4pm on Tuesday. A74: Luton, closed northbound from 9.30am to 4pm on Tuesday. A74: Luton, closed northbound from 9.30am to 4pm on Tuesday. A74: Luton, closed northbound from 9.30am to 4pm on Tuesday.

Anniversaries

Births: Stendhal (Marie-Henri Beyle), novelist, Grenoble, France, 1783.
Deaths: Gustave Doré, illustrator, Paris, 1883.
Deaths: William Baffin, explorer, Persian Gulf, 1622; William Pitt (the Younger), Prime Minister 1783-1801, 1804-06, London, 1806; John Field, pianist and composer, Moscow, 1837; Charles Kingsley, novelist, Eversley, Hampshire, 1857.
Deaths: Gustave Doré, illustrator, Paris, 1883; Anna Pavlova, the Hague, 1931; Edward Munch, painter, Oslo, 1944; Pierre Bernard, painter, Le Cannet, France, 1947; Sir Alexander Korda, film producer, London, 1956.

Parliament today

Commons (2.30): Debate on Opposition motions on Gortchov and the situation in schools.
Lords 13: Shops Bill, committee, fourth day; Gaming (Amendment) Bill, second reading.

Snow reports

Depth (cm)	Conditions	Off	Runs to resort	Weather (5 pm)	°C		
AUSTRIA							
Ischgl	100	190	good	varied	fair	-5	
Kitzbühel	55	170	fair	varied	fair	-5	
Mostly fair, some icy patches							
St Anton	80	310	good	powder	varied	fine	-5
Excellent skiing							
Sölden, Hochgurgl	50	90	good	varied	icy	fine	-2
Good prepared pistes, will last the season							
FRANCE							
Flaine	120	280	good	powder	good	fine	-2
Good skiing everywhere							
Les Arves	95	190	good	powder	good	cloud	-5
New snow on good bases, snow showers							
Morzine	60	185	good	fair	good	fine	-2
Fresh snow on firm base							
Tignes	90	130	good	varied	good	cloud	-8
Good piste skiing							
Val Thorens	20	250	good	powder	good	fair	-10
Good skiing, minimal queues							
ITALY							
Selva	40	80	fair	fair	good	cloud	-1
Steep slopes worn and icy							

Weather forecast

Deep depression will be slow moving near NE Scotland while a frontal wave moves close to S England.

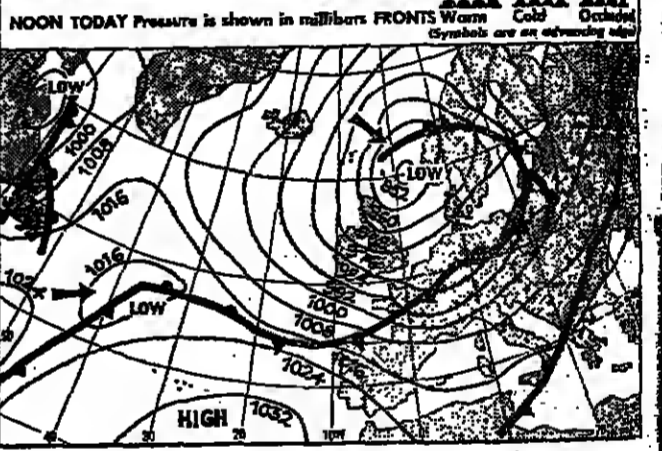
6am to midnight

London, SE, central S England: Rain at first, then sunny intervals and occasional showers; wind variable light becoming W strong to gale; max temp 6C (43F).

East Angles, Midlands: Cloudy at first, then sunny intervals and showers; wind light increasing strong; max temp 6C (43F).

E, NE England, Borders, Edinburgh, Dumfries: Sunny intervals and showers, possibly heavy with snow in places; wind W strong; max temp 5C (41F).

Channell Islands, SW England, S Wales: Rain at first, then sunny intervals and showers, possibly heavy with snow on hills; rain at first, then sunny intervals and showers, possibly heavy with snow on hills; rain at first, then sunny intervals and showers, possibly heavy with snow on hills.



NOON TODAY (Pressure is shown in millibars. Warm fronts are shown in red, cold fronts in blue, and occluded fronts in purple. Wind direction is shown by arrows, and speed by the number of lines.)

Location	AM	HT	PM	W
LONDON BRIDGE	11.54	9.7	12.11	11
Aberdeen	2.04	1.0	5.30	11
Abermouth	1.52	1.0	5.30	11
Cardiff	5.05	1.0	5.30	11
Cardiff Bay	5.05	1.0	5.30	11
Cardiff Bay	5.05	1.0	5.30	11
Cardiff Bay	5.05	1.0	5.30	11
Cardiff Bay	5.05	1.0	5.30	11
Cardiff Bay	5.05	1.0	5.30	11

Around Britain

Location	Sun	Rain	Max	Min
EAST COAST	7.58	0.0	6.0	4.0
Scarbrough	7.58	0.0	6.0	4.0
South Coast	7.58	0.0	6.0	4.0
Bournemouth	7.58	0.0	6.0	4.0
Luton	7.58	0.0	6.0	4.0
London	7.58	0.0	6.0	4.0
London	7.58	0.0	6.0	4.0
London	7.58	0.0	6.0	4.0

Highest and lowest

Yesterday's highest day temp: Toronto, Easter 140 (82F); lowest day temp: Almaty, 4C (39F); highest night temp: Eschwege, 0.9C (33.6F); lowest night temp: Colwyn Bay, 2.2C (36F).

Tower Bridge

Tower Bridge will be closed today at approximately 9.15 am.

High tides

Tide measurement in metres: 1m = 3.28 feet.

Location	AM	HT	PM	W
LONDON BRIDGE	11.54	9.7	12.11	11
Aberdeen	2.04	1.0	5.30	11
Abermouth	1.52	1.0	5.30	11
Cardiff	5.05	1.0	5.30	11
Cardiff Bay	5.05	1.0	5.30	11
Cardiff Bay	5.05	1.0	5.30	11
Cardiff Bay	5.05	1.0	5.30	11
Cardiff Bay	5.05	1.0	5.30	11
Cardiff Bay	5.05	1.0	5.30	11

Around Britain

Temperature at midday yesterday: C, cloud; L, rain; N, sun.

Location	C	F	C	F
Sheffield	17	48	17	48
Cardiff	11	48	11	48
Birmingham	11	48	11	48
London	11	48	11	48
Manchester	11	48	11	48
Newcastle	11	48	11	48
Norwich	11	48	11	48
Reading	11	48	11	48
Sheff	11	48	11	48
Southampton	11	48	11	48
Stirling	11	48	11	48
Wolverhampton	11	48	11	48
Wolverhampton	11	48	11	48
Wolverhampton	11	48	11	48

Abroad

City	C	F	City	C	F
Alicante	12	54	Cologne	7	45
Amsterdam	11	52	Madrid	12	54
Barcelona	11	52	Munich	11	52
Berlin	11	52	Nuremberg	11	52
Bombay	23	73	Paris	11	52
Buenos Aires	11	52	Rome	11	52
Cairo	11	52	Saragossa	11	52
Calcutta	11	52	Seville	11	52
Canton	11	52	Valencia	11	52
Cebu	11	52	Vienna	11	52
Hankow	11	52	Zurich	11	52
Hong Kong	11	52			

GENERAL APPOINTMENTS

January 23, 1986

statement
inquiry

The First Division Association - the union representing many senior Civil Servants - recently produced a hard-hitting booklet giving an alternative view of Civil Service careers. One of its arguments was that, despite various drawbacks, the Civil Service really did offer graduates a varied job in the very centre of the nation's decision-making process.

The booklet was written by young "high-flying" Civil Servants in the early stages of their careers in various departments of state. For me, they summed up one of the key attractions of the Civil Service as a career.

It has always been a career for those who want to serve the public. I sometimes feel this is not a popular thing to say nowadays. Nevertheless, the concept of public service - and the wish to be at the very heart of government - is still a powerful motivating force for aspiring Civil Servants. It is a potent recruitment factor.

But the Civil Service of today is significantly different from the Civil Service I joined more than 30 years ago. Public service has altered and those drawn to it should be aware of the change taking place and the challenges they present.

In recent years there has been a quiet revolution in Whitehall. The changes have been described as the most profound in the Civil Service for more than a century. There is a new professionalism which has been added to the traditional virtues.

Better value for money for the taxpayer has become, more than

ever before, an overriding consideration. There is a new emphasis on performance and output and individual responsibility for results.

Civil Servants must develop a bias for action. We need more risk-takers, innovators and doers.

Recently told a careers seminar at Leeds University: "We don't want cerebral recluses. Naked intellect is not enough. We need action-oriented thinkers - people who can get things done."

All this has affected fundamentally the type of graduate recruit we need. Public and private sectors are moving ever closer in management style, with the Civil Service, wherever possible, applying private sector techniques and disciplines to the management of government activities.

Financial authority is being delegated from central finance units to providers of services and controllers of projects, who are taking on a greater personal accountability.

Managers at all levels, whether in charge of administrative programmes or scientific or technological projects, are being made more aware of the cost of their activities and are being given more discretion over how their budgets are spent in pursuit of agreed objectives.

Together with responsibility for money goes increased discretion in staffing matters.

This significant shift in emphasis is reflected in what we are looking for in recruits.

The Civil Service is now smaller than at any time since World War Two. But it remains one of Britain's largest employers of graduates. Last

The Civil Service today needs more risk-takers, more innovators and more doers, says Dennis Trevelyan



year we recruited about 3,500 young graduates across a wide range of disciplines.

We have a place for every type of graduate. On the one hand, there is a great variety of jobs for those who want to pursue their own scientific or technological disciplines. We want every type of expert - scientists, engineers, valuers, architects, accountants, actuaries, economists and lawyers. The list is endless.

On the other hand there is also a large spread of generalist jobs. For these, the Civil Service needs a range of talents, not only the Oxbridge classicist which persistent myths suggest is best suited for administration.

We are doing everything possible to encourage graduates, post-graduates and those engaged in post-doctorate work to consider administration. The scientist and technologist are just as likely to pass our entry examinations as those who read the humanities.

more sophisticated and successful ways of selecting the right people.

As always, we need clever men and women with well developed critical faculties. But they must also be people who can get the job done.

There are many misunderstandings about the Civil Service. Yes, Prime Minister amuses the mandarins as much as, if not more than, the next person. But it does perpetuate myths and stereotypes. One myth is that senior Civil Servants live comfortably in "ivory towers". This has never been more untrue.

Today, the Civil Servant must be a "manager" in every aspect of the word. He or she must look outwards; must express views cogently, orally and in writing, must be aware of the uses and limitations of new technology; must be ready, willing and, above all, able to turn a hand to anything.

The Civil Service, like commerce and industry, is looking for the all-purpose recruit, the Renaissance man or woman. It is essentially a "career" service. There are valuable, well established and accepted ways for private sector people to be brought into the Civil Service to provide skills we do not have. But the Civil Service must rely primarily on developing our own skilled managers.

It follows that there is great scope for talented graduates to make a varied and demanding lifetime career.

The process of growing our own skilled managers is being fostered by changes in training and personnel management. For many years we have encouraged and assisted

graduates in specialist disciplines to acquire professional qualifications.

This approach to professionalism is now being extended into areas such as personnel management, where staff are being encouraged to acquire Institute of Personnel Management qualifications.

We are also expanding training for generalists. For some time there has been a substantial training programme for fast-stream administrative recruits. This covers management of staff and other resources, quantitative skills, and matters specific to the context in which government operates.

The emphasis on training in structured management development is now being extended - upwards to senior management, sideways to executive officers.

In the latter case, we are recognizing the considerable management potential in a basic administrative grade to which more than half the entrants are now graduates themselves.

At the most senior levels an intensive training course brings together top managers from the Civil Service, public corporations and private sector companies. Below these levels, in addition to formal training, short-term exchanges of staff between the Civil Service and industry are a growing and valuable cross-fertilization experience.

There is scope for more. Training apart, two other developments form part of our concerted drive to improve Civil Service management. Both may serve to

attract ambitious young men and women to government service.

First, unified grading structures have been extended down to middle management level. The idea is to offer no impediment to specialists who wish to move into administration. Such arrangements also make it easier for the talents of old Civil Servants to be used to the full, wherever their original specialism.

Second, we have, after careful research, developed staff appraisal and reporting systems to help to identify and develop talent.

The attraction of the Civil Service is - it always has been - the intrinsic interest of the job. To those who find the process of government fascinating, it is a rewarding career. New entrants will find themselves immediately engaged in debating major issues and playing a part in the decision-making process. Political awareness is an essential quality.

But nowadays new entrants will find that alongside their more traditional roles of administration, policy analysis and advice to ministers, they will be increasingly concerned with management where performance is judged in terms of outputs and value for money.

Those who opt for public service are in a privileged position. In return, they will find their intellectual and personal qualities stretched to the limit. They will often be overworked, they will never be bored.

Dennis Trevelyan, as First Civil Service Commissioner, heads the Civil Service Commissioners, who are responsible to the Crown for recruiting on the principle of open competition and selection on merit.

Advertising ☎ 01-278 9161/5 Enquiries

MID GLAMORGAN HEALTH AUTHORITY UNIT GENERAL MANAGERS

The Authority, the largest in Wales, serves a population of 536,000 and has a revenue budget of £110m and a Capital budget of around £4m.

The Authority now wishes to appoint Unit General Managers who will have personal responsibility for the performance of the Units including the utilisation of resources and quality of services provided.

Applicants will need to offer demonstrable records of achievement within the NHS or in large complex multi functional organisations.

The District will have the following Units:

	Budget	Approx. Salary Range
1. Dwy - Acute Services based on the new Princess of Wales Hospital, Bridgend	£19.3m	£20,500-£23,800
2. Mental Health - based on Parc & Glanrhyd/Panyfal Hospital, Bridgend	£14.3m	£19,000-£23,000
3. Taff Ely - Acute Services based on East Glamorgan General Hospital near Pontypridd	£18.9m	£20,500-£23,800
4. Rhonda - Party Acute Services based on Llantrisant Hospital	£7.8m	£18,000-£19,500
5. Merthyr/Cynon - Acute Services based on Prince Charles Hospital, Merthyr Tydfil	£22m	£24,000-£27,900
6. Rhymney Valley - Mainly Acute Services based on Caerphilly Miners District Hospital	£8.4m	£18,500-£20,500
7. Mental Handicap Unit - based on Hensol Hospital, Nr Llantrisant	£5.4m	£19,000-£23,800

The Authority also wishes to appoint an Assistant District General Manager to assist the District General Manager and to be responsible for specific spheres of activity. The post will be based in the Authority's District Headquarters and will particularly appeal to candidates with clear DGM potential.

Assistant District General Manager Salary: circa £23,000

Clinicians will be remunerated in accordance with WMC(85)14 and WMC(85)47.

For non NHS candidates the salary will be negotiable. All salaries quoted are illustrative and interim.

Contracts will be offered for a fixed term of three or five years renewable by mutual agreement.

Informal enquiries may be made to George Boulton, District General Manager, on (0222) 399771.

An information package and application details are available from the Assistant District Personnel Officer, 18 Cathedral Road, Cardiff, tel. (0222) 399771 ext. 221.

Closing date for receipt of applications: 10th February 1986.

Mid Glamorgan Health Authority

A direct line to the executive shortlist.

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30 Baldwin Street.
- Edinburgh ☎ 031-226 5680
47a George Street.
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8 Mathew Street, Liverpool L2 6RE.
Tel: 051-236 1724.

Graduate Engineers for Management

c.£12,000

If you graduated around three years ago and are now looking for a challenging Management role with real prospects to develop your career then we would like to hear from you.

YORK INTERNATIONAL Ltd are a world leader in the Manufacture and Marketing of Industrial Refrigeration and Air Conditioning systems. As a result of internal re-organisation and a very healthy demand for our products we are now looking for Mechanical Engineering graduates who have already spent around 3 years in a demanding role and now wish to move into a Management position.

Chief Maintenance Engineers

Helicopters
£16,500 - £18,000 pa + car

Our client is a highly successful and profitable helicopter operating company with bases throughout the UK. Due to expansion, two vacancies for Chief Engineer positions have occurred.

YORK INTERNATIONAL Ltd are a world leader in the Manufacture and Marketing of Industrial Refrigeration and Air Conditioning systems. As a result of internal re-organisation and a very healthy demand for our products we are now looking for Mechanical Engineering graduates who have already spent around 3 years in a demanding role and now wish to move into a Management position.

Customer Liaison Manager

Have you the get up and go to keep up with our expansion?

Citibank Savings is the UK consumer finance subsidiary of Citicorp, a leading banking organisation that stakes its reputation on innovative products, backed by the best resources and aggressive marketing policies.

Citibank Savings is the UK consumer finance subsidiary of Citicorp, a leading banking organisation that stakes its reputation on innovative products, backed by the best resources and aggressive marketing policies.

Product Group Buyer

Aircraft Component Industry
NEG. c. £13,000

Our client wishes to appoint a Product Group Buyer for his operation in the Northern Home Counties.

Our client wishes to appoint a Product Group Buyer for his operation in the Northern Home Counties.

RECRUITMENT CONSULTANT

Not looking for a new job!

- ... probably because, as an experienced recruiter, you are already successful and committed to develop that success. So why consider joining Management Personnel?
- a quality client list developed over 20 years.
- prestigious offices in the West End, Guildford, Windsor and St Albans.
- a new office about to open in the City.
- a high calibre team of specialist consultants.
- an unrivalled benefits package which includes a high basic salary, generous bonus scheme and a company car of your choice after a qualifying period, non contributory pension, life, health & sickness insurance.

Perhaps most important of all, you will be allowed the freedom to develop your career in a mature, supportive atmosphere. Keen to learn more? Then telephone me, Nicolas Mabin, Regional Manager.

Management Personnel
Recruitment Selection & Search
2 Swallow Place, London W1R 7AA.
Telephone: 01-408 1894

UNIVERSITY OF BRISTOL

HEAD OF INDUSTRIAL LIAISON OFFICE

The University offers an important, challenging and rewarding appointment to establish and head a new Industrial Liaison Office. The University has a total turnover of approximately £50m p.a. possesses a very extensive range of skills and expertise among its staff and has excellent research facilities available. There is great potential for offering services required by industry.

The main responsibilities of the post will be to increase the commercial value of work already carried out for commerce and industry, to assist in the commercial exploitation of inventions and to advise members of the University on contracts, patents and similar matters.

The person appointed will be directly responsible to the Vice-Chancellor, Sir John Kingman.

The successful applicant is likely to have relevant marketing and industrial experience and contacts. He or she should also have or be able rapidly to acquire, an understanding of relevant science or technical knowledge. The initial salary will not be less than £29,000 p.a. together with a bonus of up to half salary calculated on the net income generated by the appointment. The appointment will be for an initial period of five years and will be expected to cover its costs from the additional income it generates.

Further particulars available from the Registrar and Secretary, University of Bristol, Senate House, Bristol BS8 1TB. An application form is available from 20th February 1986. Please quote reference JRD/942.

YOUNG FINANCIAL DIRECTOR

C £18,000 + Car North West London

Secomak Air Products is the market leader in a number of specialist manufactured products. The company is very profitable, has outstanding management ratios and is a member of the highly successful Halma Group. We are seeking a Financial Director to join a Board that enjoys considerable autonomy. The successful candidate will have manufacturing experience, is

likely to be an A.C.A. of above average ability aged between 25 - 35, and will be expected to play an important part in shaping the company's future. An early task will be to review and replace all the company's computer systems and equipment.

Please reply in strict confidence, with full C.V. to: Mr. C. Q. Summerhayes, Divisional Chief Executive, SPC House, Evington Valley Road, Leicester LE5 5LU

The comprehensive package of benefits includes a share scheme.

GENERAL APPOINTMENTS Trade 01-278 9161/5

Senior Consultant Management Consultant Recruitment

London based
up to £25,000 + car

Resourcing a human asset based organisation with a reputation among its clients for the excellence of its people and the quality of its services is an exciting professional challenge. Price Waterhouse, a leading international business advisory and management consultancy organisation, is poised for substantial further growth within the consultancy practice. This growth will be achieved by attracting, retaining and motivating more top calibre professionally qualified and experienced people in such diverse disciplines as information technology, treasury management and banking, telecommunications, manufacturing technology, as well as finance and accounting, and human resource management.

You will join a small team of professionals dedicated to the recruitment of management consultants. You will be expected to make a significant personal contribution in terms of workload as well as flair and skill in identifying and seeking out the scarce resources on which our practice depends.

You will be aged 28-35; your background will include a good first degree, and membership of a professional institution. You will have at least 4 years experience in recruiting professional/graduate personnel to middle/senior management level; an understanding of modern assessment methods; and preferably an involvement in the broader aspects of the personnel management function such as

manpower development and training.

You will join at Senior Consultant level with a remuneration package consisting of negotiable salary, plus company car, BUPA and pension scheme. Career opportunities will be available through our executive selection and human resource consultancy group.

If you are interested in developing a consultancy career from this base, send personal and career details quoting reference MCS/8038 to: Peter Humphrey, Price Waterhouse Management Consultants Southwark Towers 32 London Bridge Street London SE1 9SY

Price Waterhouse 

INFORMATION SYSTEMS

Croydon

c. £13,000 — £15,000

As part of the development of a long term systems strategy, there is a requirement to strengthen the Information Services area with the following experienced personnel:-

TWO O & M ANALYSTS are required to join the O & M Department, which has activities in Business Analysis, procedural reviews, micro computers and word processing. At least three years practical experience is required for these posts.

TWO ANALYST PROGRAMMERS within the Business Systems Department, responsible for developing IBM mainframe and PC based information systems, utilising the following products: Cobol, Mark IV, Mark V, CICS, DL1, Answer/DB, Datamanager.

An experienced **DATA ADMINISTRATOR** to head a newly created data administration function, utilising the following products Prokit Analyst and Datamanager to support a Company wide Business Analysis project and the implementation of an Information Centre.

The successful candidates will be expected to make an immediate contribution, working initially as part of the team currently reviewing the entire Company's information requirements.

Applicants must be capable of assuming immediate responsibility communicating in both verbal and written form. Experience in the Finance and/or Insurance sector would be an advantage.

These are challenging positions, offering excellent career prospects in the successful and growing American International Group.

For an application form, please contact:-

Mrs Louise Smeeth
Recruitment Officer
American International Underwriters UK Ltd
2/8 Altyre Road, Croydon,
Surrey, CR9 2LG
Telephone: 01-680 7141



SIEMENS

London Interviews
January 29th & 30th

We're Looking For The Best Telephony Engineers To Work In Florida, USA

At Siemens, we're shaping the future with continued development of our advanced computer controlled digital switching systems (voice & data) for public telephone networks.

This could be your chance to develop exciting new systems that transmit voice & data simultaneously over the same line. It takes outstanding individuals working in a creative environment to push the limits of technology.

Right now, our Public Switching Division in Florida is developing microprocessor-based digital switching systems for the International and North American markets. Representatives from Siemens will be in London, January 29th and 30th, conducting local interviews for achievement-oriented, experienced telephony engineers — professionals with a technical university degree and a major emphasis and a minimum of 2 years experience in Central Office Switching. Opportunities exist in the following areas:

- Telephony Data Base
- Custom Calling Features
- Switching System Requirements
- Architecture Design
- Call Processing S/W Development
- ISDN
- CENTREX
- C. O. Training
- Project Management
- Technical Sales (C. O. Background Only)
- Technical Marketing Support
- Installation-After Sales Support

With more than one million lines in 17 countries, Siemens can offer you the global strength of a world leader. Positions will be at our R&D facility located in Boca Raton, on Florida's Atlantic coast — where you'll find the charm and friendliness of a small town nestled in a fast growing, high-tech community — with Low, Low taxes and cost of living.

To switch to a career brimming with excitement and challenge, excellent salary, benefits and more for you and your family — Make the Siemens Switch. To establish an interview, please send your CV in English, including telephone number to: Siemens Communication Systems, Inc., c/o J. Walter Thompson Company Ltd., 40 Berkeley Square, London W1X 6AD, England prior to Jan. 28th, 1986. All hirees are provided visa, family relocation/settling-in expenses, U.S. salaries and comprehensive benefits. Equal Opportunity Employer M/F/V/H.

Make the Siemens SWITCH

English Heritage

Historic Buildings & Monuments
Commission for England

HEAD OF CONSERVATION GROUP

English Heritage (the more popular name for the Historic Buildings and Monuments Commission for England), was established to help to secure the preservation of historic buildings, conservation areas and ancient monuments throughout England. We are funded by Government but independent of it.

The Head of Conservation will lead those groups of officials who advise the Commission and implement policy in respect of historic buildings, conservation areas of our cities, towns and villages and ancient monuments (other than those such as Stonehenge, Dover Castle and Rievaulx Abbey which the Commission manages directly).

The sort of person we are looking for will be interested in and committed to the cause of conserving our heritage and must be capable of managing people, money and projects and have the ability to get things done. The Head of Conservation will report to the Chief Executive.

Salary starting at £28,945 rising to £30,445.

For further details and an application form (to be returned by 12 February 1986) write to Civil Service Commission, Alconon Link, Basingstoke, Hants RG21 1JA or telephone Basingstoke (0256) 468661 (answering service operates outside office hours). Please quote ref: G/6760.

English Heritage is an equal opportunity employer

YOUR GATEWAY TO HISTORIC ENGLAND

Graduate Career Opportunity

£8,000 Central London
An opportunity to develop your management potential as a

TRAINEE RECRUITMENT CONSULTANT.
Your role as part of this small closely-knit team will be to assist the MD, involved with an increasing portfolio clients at a time of planned growth in business. Flexibility is important to appreciate the need for your administrative duties and to tackle them efficiently.

Your training will encompass not only aspects of the industry but also such areas as one-to-one interviewing, marketing and advertising.

As Accountancy Recruitment Consultants we have a high reputation in London and the Home Counties and you will be the first step in our expansion programme. The challenge should attract an ambitious graduate who has a minimum of 1 year's office experience and who can grasp the opportunities offered within this entrepreneurial environment.

Please write with CV to
Jeff Adcock
Adcock Simkin Recruitment
20-22 Bedford Row, WC1R 4EB.

Deputy Staff Manager

We wish to appoint a Deputy Staff Manager for our Department Store at Brent Cross, which employs several hundred staff.

The successful applicant, male or female, will be responsible for a wide range of work, including staff recruitment, interviewing, wage administration and dealing with a variety of day to day personnel matters. An essential requirement is at least 3 years' relevant experience ideally gained in a retail environment. It is unlikely that anyone under the age of 25 years will have the necessary experience.

The salary offered will match the responsibilities of the job, together with a generous superannuation scheme and free life assurance.

Please write enclosing full details of career to date, including current salary, addressing your letter to the
Managing Director,
Fenwick Limited,
Brent Cross Shopping
Centre, London NW4 3FN.

Fenwick

THE ROYAL SOCIETY FOR THE ENCOURAGEMENTS OF ARTS, MANUFACTURERS AND COMMERCE (RSA).

HAS THE FOLLOWING VACANCY
ASSISTANT SECRETARY (ENVIRONMENT)

To manage the Society's environmental programme, he/she will act as Secretary to the Committees for the Environment and Related Committees and will be responsible for giving effect to their programmes of conferences, seminars awards and other initiatives. He/she will be assisted by 2 full time and 1 part time staff and will be expected to secure finance for the programme of work.

Candidates for the post, which arises on the promotion of the current holder to Deputy Secretary should be at least 30 years of age and should have a relevant qualification or experience of both. Initial salary £12,000. The post is full time and the starting date is expected to be 19th May, 1986.

25 days annual leave and interest free season ticket loan.

Details of the post may be obtained from Mr James Richardson, RSA, John Adam Street, London WC2N 6EZ.

The closing date is 4th February, 1986.

RESEARCH ASSISTANT/SECRETARY

Our client, a leading international bank, has branches in 24 countries world-wide and is the principal subsidiary of a Los Angeles-based financial services company with assets of \$50 billion.

London is their European HQ. Research + Market Development is headed up by an international economist who now seeks an Economics graduate with ingenuity and curiosity to assist him in the production of 2 new regular market commentaries. The successful candidate will be literate in Economics/Finance with the ability to interpret statistics, analyse diverse financial journals and write succinctly under the pressure of deadlines. You will also need proven organisational flair, shorthand and knowledge of W.P. Languages useful.

Salary £10,000/£12,000 + M.S. + banking benefits.

Please call:-

588 3535

Crone Corkill
Recruitment Consultants
18 Eldon Street EC2

BBC APPOINTMENTS

BUSINESS MANAGEMENT

English by
Radio and Television
Central London
£17,006 — £21,777*

English by Radio and Television, a largely self-financing activity of the BBC's External Services, teaches English to students world-wide via radio broadcasts from London, and also by producing and marketing throughout the world, TV series, video and audio courses, with supporting publications.

We now wish to appoint a Chief Assistant (Business), who will act as deputy for the Head of Service, and who will spearhead the Service's progression to profitable operation for all commercial activities.

As you will be managing all English by Radio and Television sales activities (publishing, licensing, marketing and new project investment), you will need to have held a senior management position, ideally in a related business environment (eg. publishing) involving overseas sales.

Educated to degree level, you should be professionally qualified in business, finance or commercial law. We would also expect you to be well travelled with linguistic ability, have an appreciation of educational aims and be politically aware. (Ref. 9071/T)

NEWS PRODUCER

Radio Northampton
£10,355 — £14,024*

Plus allowance of £371 p.a.

To join the newsroom team working primarily on the preparation and production of the station's news and current affairs programmes, including newsreading, interviewing and reporting. In addition, you may produce feature programmes and take part in announcing duties. You must have journalistic experience as a sub-editor or reporter, a good microphone voice and a current driving licence. (Ref. 9066/T)

Relocation expenses considered.
*New salary range from 1st March 1986.
Contact us immediately for application form (quote appropriate ref. and enclose s.a.e.)
BBC Appointments, London W1A 1AA.
Tel. 01-927 5799.

We are an equal
opportunities employer

SENIOR INTERNAL AUDITOR

Due to expansion, an opening now exists with the Internal Audit Department of a major Wall Street Brokerage/Investment Firm. Successful candidates will:

- 1 Be a qualified Accountant having at least three years auditing experience with a Big 8 Firm.
- 2 Have a well proportioned background in Banking, Brokerage and Finance.
- 3 Demonstrate sound business sense in identifying problems and recommending solutions.
- 4 Possess excellent oral and written skills.
- 5 Be capable of working with minimum supervision and willing to travel 25% of the time.

Career prospects are excellent for those not only with the necessary expertise to undertake this important role, but also with the flexibility and commitment to contribute to this challenging and dynamic environment. Compensation will not be a limiting factor for the right candidate. Please write with a comprehensive curriculum vitae and daytime number to Miss Sally Marchant, Bache Securities (U.K.), 9 Devonshire Square, London EC2M 4HP.

BACHE SECURITIES (U.K.) INC.

R.R. DONNELLEY & SONS COMPANY LIMITED

(A subsidiary of R. R. Donnelley & Sons Company, Chicago)
SALES — FINANCIAL AND SECURITY PRINTING

Our client, R. R. Donnelley & Sons Company Limited, are committed to maintain their market leadership within the financial printing sector and seek additional high calibre sales personnel for their 1986 expansion programme.

The Company serves the International and Domestic Finance Markets providing confidential and security printing to investment and merchant banks, stockbrokers, and large corporations, utilising advanced satellite communications between its international offices.

Sales experience is a prerequisite, with knowledge of financial or security printing or the financial markets an advantage. You should also preferably be:-

- * Educated to degree level
- * In your mid 20's
- * Seeking a real career opportunity

The environment is demanding but success brings a high level of financial reward, with an attractive package on offer, typical of a progressive international company with more than a century of involvement in its field.

Highly motivated people committed to personal development should write, enclosing full personal and career details, including telephone numbers to:-

Chris Salmon (ref: CES3)
Resource Maximisation International,
Stancress House,
16, Hill Avenue,
Amsham, Bucks.

GENERAL APPOINTMENTS Trade 01-278 9161/5

CJA RECRUITMENT CONSULTANTS

35 New Broad Street, London EC2M 1NH
Tel: 01-588 3588 or 01-588 3576
Telex No. 887374 Fax No. 01-638 9216

A key position in a rapidly expanding division of an established Group with Directorship prospects in 3-5 years

CJA PROJECT FINANCE - PROPERTY
CITY OF LONDON **ATTRACTIVE SALARY**
MAJOR FINANCIAL SERVICES GROUP

For this new appointment, we invite applications from candidates, aged 26-32, with at least 5 years appropriate experience of project finance, preferably within a merchant bank to join a small team specialising in the financing of complex property investment deals. Our clients are market leaders in the interface between the private and public sectors, using a broad range of funding instruments for property development in an imaginative, commercial and highly professional manner. The successful candidate, reporting to the Managing Director, will have strong entrepreneurial skills and the ability to spot trends and communicate effectively at all levels, both in-house and with clients. It is not expected that the successful applicant will be currently earning less than £30,000 p.a. An attractive salary is negotiable + car, contributory pension, free life assurance, free family B.U.P.A. and assistance with removal expenses if necessary. Applications in strict confidence under reference PFP4398/TT, to the Managing Director: CJA.

A unique opportunity to make a significant mark in building up a treasury function with very substantial support - scope to become a Director within 3-5 years.

ALPS CLIENT CORPORATE TREASURY SERVICES MANAGER
LONDON **ATTRACTIVE SALARY**
FINANCIAL SERVICES ARM OF A MAJOR FIRM OF STOCKBROKERS

This newly structured appointment calls for candidates, aged 25-35, who have achieved a minimum of 3 years successful experience in the treasury function in a company utilising modern treasury management techniques. Reporting to the Managing Director, the successful applicant will be responsible for the development of a treasury management consultancy service to clients from both within the firm's substantial existing client base and to future potential clients using the firm's wide-ranging investment services. The ability to innovate and a commercial flair are essential qualities. It is not expected that the successful applicant will be currently earning less than £30,000 p.a. An attractive salary is negotiable + car, contributory pension, free life assurance, free family B.U.P.A., assistance with removal expenses if necessary. Applications in strict confidence under reference TSM 104/TT, to the Managing Director: ALPS.

Key appointment for a senior and authoritative publishing/editorial manager to realise the potential of The Stock Exchange's varied publications and to manage a new imprint venture.

CJA HEAD OF PUBLICATIONS
CITY **£25,000 - £30,000 + car**
THE STOCK EXCHANGE

The 'new look' Stock Exchange is in the business of optimising and developing its marketable resources. As part of this process, we invite applications from graduates or equivalent, aged 35-45, who have had substantial publishing experience operating with a high degree of professional autonomy, with management accountability both for developing existing and commissioning new publications. The selected candidate, who will report to the Assistant Director of Policy and Markets, will be responsible, in the broadest terms, for the development of The Stock Exchange's publishing activities. These responsibilities include: developing a commercial policy, extending the range and volume of activity, increasing income, reducing unit costs and establishing consistently high standards of design and presentation. Essential qualities are authority in the publications world together with a proven ability to produce results. Initial salary negotiable £25,000 - £30,000 plus car, non-contributory pension, free life assurance, free BUPA and fully paid season ticket. Alternatively a 2-3 year non-pensionable appointment with similar terms and a generous end bonus can be arranged. Applications in strict confidence under reference HP 4397/TT to the Managing Director: CJA.

Young and rapidly expanding company in highly competitive business environment. Scope to be appointed Assistant Director within 12-18 months.

CJRA SENIOR PERSONNEL EXECUTIVE
CITY **£23,000 - £28,000 + benefits**
INVESTMENT BANKING
A leading name in the International Capital Markets

We invite applications from personnel professionals in their late 20's or early 30's with a degree or equivalent and preferably several years experience in an international banking environment or with a major financial institution. The selected candidate, who will have a genuine interest in and a broad understanding of finance, will report to and work closely with the Personnel Manager. Responsibilities will be widely drawn, recruitment and staffing - including taking charge of the Bank's annual graduate recruitment programme; training and development; also planning and general personnel administration. A knowledge of expatriate assignment and compensation policies will be a distinct advantage. Sound commercial judgement is essential as are leadership qualities, enthusiasm and the ability to generate new ideas creatively. Well developed communication skills and the ability to relate to senior line management are also key factors. Initial base salary is the £23,000 - £28,000 range plus generous banking benefits including subsidised mortgage facilities. Applications in strict confidence, with full C.V., under reference SPE/17384/TT will be forwarded unopened to our client unless companies to which an application should not be sent are listed in a covering letter marked for the attention of the Security Manager: CJRA.

35 NEW BROAD STREET, LONDON EC2M 1NH. TELEPHONE: 01-588 3588 or 01-588 3576. TELEX: 887374. FAX: 01-638 9216
PLEASE ONLY CONTACT US IF YOU ARE APPLYING FOR ONE OF THE ABOVE POSITIONS.
HOWEVER, ORGANISATIONS REQUIRING ASSISTANCE ON RECRUITMENT, PLEASE TELEPHONE: 01-629 7630

Apply your IT or financial planning skills in the Midlands

As the UK's largest and most rapidly expanding firm of management consultants, Coopers & Lybrand Associates is developing a major Midlands presence. Working on complex assignments in the public and private sectors, our consultants assist a wide range of companies - from multinationals to small family businesses - to confront the challenges of technology and financial change.

We need further highly-motivated professionals to reinforce this broad operational base. In a fast-moving environment, our requirements are precise.

We require IT specialists with a good academic background who can demonstrate exceptional achievement in this field, to assist in the expansion of our burgeoning IT and data processing practice. You will have extensive practical experience of the application of IT to business problems, perhaps implementing

major systems or running a DP installation.

In the field of financial consultancy we're looking for qualified accountants, currently holding senior positions in industry, who can apply their financial applications and planning experience to our clients' demands.

Whatever your background, you will be aged between 26 and 33, possess a good track record, have wide experience and good communication skills. Working from our Birmingham office you can expect a salary package of up to £30k plus car and the chance of rapid career development. If you think you can add to our consulting strength in this expanding area, please send a full career resume including a daytime telephone number, quoting Ref. T05/24 to: Mike Powell (for IT) or Bob Bradford (for Financial Services), Coopers & Lybrand Associates, 43 Temple Row, Birmingham B2 5JT.

Coopers & Lybrand
For business committed to growth.

Credit Insurance and Surety Underwriting

Ability to interpret financial statements of a company, the complexities of corporate finance, international trade and contractual relationships, with communication skills (incl. correspondence) are, inter alia, all essential features for an interesting, and potentially rewarding, career.

Candidates, late 20's/early 30's with appropriate qualifications and/or graduates of relevant disciplines, will, either directly or indirectly, be conversant with our activities and the principles which are entailed.

Applications with c.v.'s, appropriate to the requirements stated above, should be addressed to: Managing Director, Credit and Guarantee Insurance Company Limited, Colonial House, Mincing Lane, London EC3R 7PN.

MANAGEMENT TRAINING MORGAN STANLEY INTERNATIONAL

London Subsidiary of Leading Wall Street Investment Banking Firm
Controllers Department

Career Development Programme for outstanding University graduates

We are searching for a select few who have the intelligence, discipline and initiative to dedicate all of their skills and energy to pursuing a unique career in the international securities industry.

The role of the Controllers' Department is to provide timely and accurate information for monitoring the firm's financial performance and making important business decisions. The department is organised into business unit controllerships which maintain close, daily contact with each of the firm's major trading areas.

Our Programme Offers:

- An outstanding compensation programme. We offer a starting salary significantly above that which most graduates can obtain in other entry level positions. Thereafter we reward staff strictly according to performance and their ability to take on increasingly complex responsibilities.
- A means of establishing a high growth career in a challenging industry. We offer a significant amount of training in both accounting and in the securities industry, plus the opportunity to work with exceptionally talented securities industry and accounting professionals.
- The objective of the three year training programme is to produce professionals with practical accounting skills and the knowledge to use them as a tool to approach business problems.

Requirements:
Individuals selected for this programme will have performed with distinction during their academic careers and be anticipating an excellent university degree. Analytic and numerate skills are essential.

Please send a comprehensive C.V. and a covering letter in which you outline your reasons for applying for this programme.

Mrs. Lynn Hopping
Morgan Stanley International
Commercial Union Building
1 Undershaft
Leadenhall Street
London EC3

COMPANY SECRETARY

(CITY OF LONDON)
£18,000 plus benefits

We are an established Insurance Company underwriting a specialised category of pecuniary loss business.

The candidate we are seeking will be required to assume responsibility for the corporate and financial ramifications of the Company reporting directly to the Chief Executive. Accountancy or legal background, with appropriate professional qualifications, is essential. The preferred age is late 20's/early 30's.

The scope of this senior appointment will also embrace other wide ranges of interesting duties. We are envisaging that the further prospects will be exceptionally attractive in the short/medium term for a candidate with the ability to become a contributing member of our existing management team.

Reply with full c.v. and recent photo to Box No 1287 W The Times.

INFORMATION TECHNOLOGY MARKETING

One of the largest computer manufacturers in the UK is currently looking to recruit three key marketing executives to contribute to a period of expansion.

SENIOR PRODUCT MANAGER - UNIX **£24K + Car**
This is an excellent opportunity for product managers looking to expand and broaden their career in a large company environment. You will be involved in the full range of product marketing activities moving into market positioning and strategic planning. Ideally, you will have an in-depth understanding of the Unix marketplace and will be keen to move quickly into full marketing management.

PROMOTIONS MANAGER - VOICE AND NETWORKING **£22K + Car**
To head up a rapidly expanding division within the strategic planning department. You will need excellent creative and communicative skills. You will be a catalyst with the drive to get things done and will enjoy presenting corporate and product specific campaigns to senior decision makers. Crucially you will appreciate the current business opportunities within networking and will be able to employ promotions to capitalise on them.

MARKETING CONSULTANTS - TARGET ACCOUNTS **£18-21K + Car**
Two roles exist for strategic marketing executives who are self-motivated and project orientated. Firstly, planning assaults upon either significant competitors or potential corporate accounts. Secondly, working on base accounts, promoting add on products (EG OA) and services. Both roles demand that you are an analytical planner, highly competitive and are able to utilise all available marketing resources to meet set objectives. Crucially, you will be at ease with sales people and will understand the complexities of selling into major accounts.

Contact Chris Marston or send a full curriculum vitae.
TECHNOLOGY APPOINTMENTS
7 PRINCES STREET, W.1 01-629 7262

Business Research Knightsbridge £11,000-£14,000

A large international management consultancy, PA provides wide-ranging services to multinational organisations.

To meet the demands of this expanding market, we need additional Business Researchers to be responsible for monitoring a small number of industries, developing in-depth analyses, and assisting in consultancy projects.

Probably aged 23-25, with a good degree, you must have proven experience in a business research activity. Business awareness, creativity and a sense of humour are key requirements in a job often with demanding timescales.

Salary is geared to age and experience and opportunities exist to progress into consultancy.

Please send full cv, including current salary details, to: Penny Noble, Personnel Officer, PA Consulting Services Limited, Hyde Park House, 60a Knightsbridge, London SW1X 7LE.

PA

COLEFAX & FOWLER Senior Design Assistant

One of our Senior Partners urgently requires a highly motivated person to join his team of Design Assistants. The work is demanding and involves constant communication with clients, suppliers and admin staff. Typing, reasonable numeracy and an appreciation of architecture and antiques essential. Only those with previous interior design experience at this level should apply.

Extremely good salary, 4 weeks holiday, bonus and staff discounts.

For further details please ring 01-493 2231 or write with CV to:

PENNY REED,
COLEFAX & FOWLER,
39 BROOK STREET, LONDON, W.1

YOUNG GRADUATE FOR IR/PERSONNEL ROLE

CENTRAL LONDON **c. £8,000**

This is a very interesting opportunity with the British Ports Association, the organisation representing the interests of port authorities and employers to the Government and other external bodies.

It calls for a bright, numerate graduate, ideally but not essentially with two years relevant work on degree-related experience who can also demonstrate excellent communication skills.

You will have a wide-ranging brief covering personnel affairs and industrial relations, involving you in research, manpower surveys, disputes procedures, recruitment and report writing.

We offer a salary c. £8,000, and benefits which include 22 days holiday and contributory pension scheme.

If you'd welcome the chance to develop your skills and insight into a challenging and changing industry, write with CV to:

MR A. C. MORTON,
Personnel & Administration Manager,
British Ports Association,
Commonwealth House,
1-19 New Oxford Street, London WC1A 1DZ

TRAINEE BUSINESS ANALYSTS

We are a rapidly growing business research and planning consultancy. Based in New York and London, we work for major clients such as Shell International, Rockwell, TSB, Warner Communications and Honda.

We wish to recruit new or recent graduates, preferably fluent in a 2nd European language, who are literate, numerate, can effectively communicate, and can demonstrate a mature approach. The work involves field research, travel, analysis and presentation at high levels of pressure.

Please write, enclosing CV and photo to:

Mr Paul Dale, Managing Director, Planned Business Development (UK) Ltd., 68 Old Brompton Road, London, SW7 3LD.

ISLINGTON HEALTH AUTHORITY PRIORITY SERVICES UNIT GENERAL MANAGER

SALARY RANGE £18,000-£21,000+

The Authority which serves an inner city population with an annual pre-cast budget of £46 million is seeking to appoint an experienced manager for the Priority Services Unit. The management component will include the psychiatric and mental health services in the District (budget £7 million). The major task will be the development of local services to effect the transfer of patients from long-stay hospitals outside the District.

Applicants will need to have skills in the management of change and a capacity for taking personal responsibility for securing action and for managing a multidisciplinary workforce in a complex organisation.

The appointment will be for an initial 3 year fixed term, renewable by mutual agreement. Candidates will be interviewed in accordance with HC(2000). Informal discussions welcomed by Bryan Harrison, District General Manager (01-272 3070 ext 4120).

Information and application form available from Mrs S. Baker, Acting District Personnel Officer, District Office, Northwood Hospital, Highways Way, Northwood Park Hill, London N19 5NF. Tel: 01-272 3070 ext 4116/4123. Closing date: 31 February, 1986

GET INTO ADVERTISING

Expanding Marketing Company requires tele-sales staff for our West End offices. If you're ambitious, enthusiastic, self-motivated and need to earn £250 per week plus.

Call us now on:
01-499 3622

THE CHARTERED ASSOCIATION OF CERTIFIED ACCOUNTANTS CAREERS OFFICER

Applications are invited for the above London-based position in the Association's Student Services Department.

The Association has over 71,000 students located in 130 countries, and some 29,000 members.

The successful applicant for this new post will be responsible for the information service provided for prospective students and will provide assistance with the production of promotional brochures and information leaflets, as well as undertaking a range of general administrative duties. Applicants should be graduates who can write well and would welcome the opportunity of working as part of a young and enthusiastic team.

The salary will be within the range £7,500-£9,500 p.a.

Full details and application forms may be obtained from Mr. John Donovan, the Chartered Association of Certified Accountants, 29 Lincoln's Inn Fields, London, WC2A 3EE (Tel: 01-242 8855).

The closing date for receipt of applications is Monday, 10 February, 1986.

GENERAL APPOINTMENTS Trade 01-278 9161/5

Property and Construction Management Consultancy

Age 30 to 35 To £25k & car

We are a leading UK based international management consultancy offering a wide range of services to commerce and industry. Expansion and promotion have produced a requirement for additional qualified, experienced professionals in property and construction based in London.

The people we appoint will be able to operate effectively on projects in the UK and overseas and in the private and public sectors. They should have broad experience, including implementing computer systems, in one or more of the following areas:

- Property management.
- Building maintenance.
- Building project estimating, cost control and management.

- We require:
- Good degree and membership of RICS.
 - At least 5 years relevant experience.
 - Analytic and numerate approach.
 - Willingness to challenge established views.
 - Proven and demonstrable track record.
 - Ability to write clear and concise reports.

If you are resident in the UK and would like us to consider you, please send a brief CV, including remuneration history, and a covering letter quoting reference PCM/T2, selling yourself to Dr. Colin Robinson, Peat, Marwick, Mitchell & Co., Management Consultants, 1 Puddle Dock, Blackfriars, London EC4V 3PD.



Jonathan Wren

On behalf of Major City based Merchant and International Banks we seek the following:-

No 1 Marketing - c.£25,000 Plus Full Sales Aid Leasing Benefits Package

Sales Aid Marketing Specialist, aged 29-35 years, to establish a vendor programme operation. Associated technical and back-up skills are essential.

ACA's - UK Taxation Neg £18-£25,000

Graduate ACA's, aged 27-30 years, with experience of corporate taxation, who are keen to utilise their creative financial skills more fully, in an aggressive banking environment. Vacancies exist within a Major US Investment Bank.

Credit Manager £15-£20,000 + Benefits

Proven experience of the medium ticket leasing market, together with the ability to produce in-depth credit proposals and related recommendations.

Operations/ Admin Manager Neg £14-£20,000

Sound leasing knowledge is required to oversee existing middle ticket portfolio and sales aid leasing administration. Experience to include systems, documentation, etc.

Sales Aid Leasing Specialists c.£15-£20,000

First class experience gained within a Major office equipment sales aid Company, and proven ability to establish and maintain supplier relationships are pre-requisite qualities for these two new positions.

Please contact Jill Backhouse or Peter Haynes on 01-623 1266.

SYDNEY **Jonathan Wren** HONG KONG
Recruitment Consultants
170 Bishopsgate, London EC2M 4LX. Tel: 01-623 1266

Senior Welding Development Engineer

We are part of the world wide Foster Wheeler Organisation manufacturing a wide range of power generation and processing plant for the energy industry at our Works in Hartlepool, County Cleveland.

We are seeking a Senior Welding Development Engineer to lead a small team involved in the development and pre-production activities of new welding technology for production applications. Applicants must have either a degree in Metallurgy/Welding Engineering or other relevant equivalent qualifications, and be familiar with established welding processes and their application in the fabrication industry. Good experience with automated welding techniques will be a major advantage.

We offer an attractive salary and other benefits associated with a major organisation.

Please contact PERSONNEL DEPARTMENT (HARTLEPOOL 66688 EXT 212) for Application form.



SALES AND MARKETING - INFORMATION TECHNOLOGY

INPUT LTD, an international company providing planning and consultancy services for the information industry requires further sales and marketing staff. EUROPEAN SALES - based in London or Europe the person will be responsible for selling INPUT'S services in France, Germany and Italy. Fluency in languages is an obvious advantage. The successful candidate will have a good sales track record in the computer or related industry. EUROPEAN MARKETING - based in the London office the person will be responsible for the organisation of regular marketing mailings, and client contact. Experience of telephone selling in the computer or related industry is necessary.

Positions include attractive base salaries and commission based upon performance, and other benefits. Candidates are likely to be aged 25-35 with a good education, be self motivated and willing to work in a fast growing dynamic company.

Please write or telephone enclosing brief CV with compensation history to Keith Hocking, Managing Director, INPUT LTD, 41 Cover Court, London W1X 3PS. Telephone 01-493 9235. Ref: TT 1/86.



DEVELOPMENT/MARKETING MANAGERS INTERNATIONAL FINANCIAL SERVICES

For our group's international programme, we are looking for professionals with banking, investment and financial services background particularly in business development and marketing. The main areas of operation will be Middle East, East Africa, Pakistan and Indian sub-continent. In-depth knowledge of one of these areas and its language will be essential.

Remunerations and other terms flexible and negotiable according to background. Fixed salary and/or commissions on full time or part-time basis, feasible. Managers retired from banks, investment or insurance and financial services companies, may also be considered.

If interested please write in confidence with full particulars/CV to:

THE MANAGING DIRECTOR, GENERAL CREDIT FINANCE (UK) LTD., 36-38 NEW BROAD STREET, LONDON EC2M 1NH

MARKETING ASSISTANT

London W1 c. £10,000

As market leaders in International Search and Selection we have an urgent requirement for an ambitious graduate with commercial acumen.

Responsibilities will include the development of our expanding international client base via effective monitoring of national press and specialist publications, and the organisation of discussions with senior level executives in the Banking, Finance and Information Technology sectors.

Successful candidates will be in their early to mid-20's with Commercial experience, preferably in a telephone sales environment.

If you are bright, dynamic and enjoy working as part of a professional team in a progressive company then pick up the 'phone and call.

Beverly Kemp on 01-406 1670 at

Lloyd Chapman Associates,
160 New Bond Street
London W1Y 0HR

Money Market Economist/Journalist for two new regular market commentaries

Security Pacific Corporation is a Los Angeles-based financial services company with assets of \$50 billion. Its principal subsidiary is Security Pacific National Bank and it has branches in 24 countries around the world.

We need a creative and practical Economist/Journalist who can originate his/her own research and analysis of foreign exchange and capital markets. The successful candidate will make a key contribution to two new reports being published and will also be expected to provide support to the overall marketing effort of the bank.

Reporting to the editor, you will ideally have skills gained from direct practical experience of international financial markets - perhaps in a dealing capacity. You must be able to analyse and interpret factors affecting these

markets, in addition some experience of international treasury management will be useful.

You should be able to write fluently and with flair whilst working under the pressure of deadlines. Ideally you are likely to have a degree, or higher degree, in international economics or other relevant qualifications.

Salary will be competitive and based on your experience. The appointment will also attract a full range of banking benefits.

Career details to be sent to: Patrick J. O'Hara, Vice President, Security Pacific National Bank, 2 Arundel Street, London WC2R 3DF



GOVERNMENT OF VICTORIA (AUSTRALIA) IN LONDON

The London Office of the Agent-General for Victoria, Australia is seeking to employ two suitably qualified people to join its economic advisory team. The Agent-General is responsible for promoting business opportunities in the State of Victoria and applicants will require professional experience and initiative.

Position 1
ASSISTANT DIRECTOR, ECONOMIC DEVELOPMENT
Salary: £13,870 - £16,630

Duties
Subject to the Director, Economic and Tourist Development, the successful applicant will be required to promote and facilitate within the U.K. and Europe investment and economic development in the State of Victoria.

Applicants should possess:
Extensive experience in relevant U.K./Europe business or banking sectors; a sound knowledge of the Victorian financial and economic environment; promotional and liaison skills; an innovative approach and to have attained a suitable academic level.

Position 2
PROMOTION OFFICER, ECONOMIC DEVELOPMENT
Salary: £11,485 - £13,653

Duties
Reporting to the Assistant Director, Economic Development, to assist in promoting and facilitating within the UK and Europe investment and economic development to the State of Victoria.

Applicants should possess:
A thorough knowledge of the industrial and commercial infrastructure of rural and urban centres in the State of Victoria, and of Government support facilities for industrial development. The ability to liaise with senior management in banking and business and skills in communication are considered essential. To have attained a suitable academic level.

Applications to be lodged with the Office of the Agent-General (envelopes to be endorsed "Applications for Vacancy") by 4 pm on Friday 31st January 1986 (develops to

Chief Administrative Officer
Victoria House
Melbourne Place
Strand
London WC2B 4LG

UNITED NATIONS ENGLISH TRANSLATORS EXAMINATION

A competitive examination for the recruitment of English Translators will be held on 23 and 24 April 1986 in New York, Geneva, Montreal, Vienna and other locations according to the applications received. The purpose of this Examination is to establish a Roster from which present and future vacancies will be filled for English Translators. Translators are expected to serve a minimum of five years in a language post. They are subject to rotation and may be assigned to duty stations in Africa, Asia, Europe, Latin America and New York. As recruitment may lead to a career appointment, the United Nations is looking for candidates who can serve for a substantial number of years. Applicants must have:

- ENGLISH as their main language;
- a perfect command of ENGLISH and an excellent knowledge of FRENCH and of at least one of the other official languages of the United Nations (Arabic, Chinese, Russian and Spanish). Knowledge of English and of other official languages claimed should be substantiated in the application form. Previous translation experience would be considered an asset;
- hold a Degree or an equivalent qualification from a University or Institution of equivalent status at which English is the language of instruction.

Translators are normally offered an initial two year fixed-term appointment at the P-3 level. If their initial two years of service are satisfactory, they may be promoted to the P-3 level and given a probationary appointment. Starting gross base salary \$US 29,815 per annum plus Post Adjustment (\$US 8,069 - net per annum at present but subject to change) and family allowances.

Further information and application forms may be obtained by writing to:

Secretariat Recruitment Section
(English Translators Examination)
Office 247
United Nations
Palais des Nations
CH-1211 Geneva 10
Switzerland

enclosing a self-addressed envelope, size at least 9x12 inches, unstamped. Only applicants who meet the required criteria are invited to apply.

DATA PROCESSING MANAGER

ca £17,000 + 2 litre car

Unique opportunity to join new multi-million, leading-edge technology specialist vehicle manufacturer.

Applicants, aged 28-40, should preferably have a degree or equivalent in Computer Science or Business Studies, and have successfully led the implementation of computerised manufacturing control systems.

Determination, commitment and ability to communicate are essential characteristics, and familiarity with DG AOS/VS is advantageous.

The position involves the planning, implementation and managing of all aspects of the company's multi-terminal DG MV 10,000 SX super-mini installation, including CAD/CAM, MRP, financial controls and office automation.

Please telephone for an application form or apply in writing with a full C.V. to:

Mrs A Duncan
Joint Managing Director
Duncan Vehicles Limited
Southgate Way
Orton Southgate
Peterborough
Cambs PE2 0YG
Tel: 0733-237371

General Manager Cement Industry

Middle East c.£35,000 tax free + excellent benefits

Our client has a substantial investment in advanced technology cement manufacture. In spite of competing in a market which has excess capacity, the company's sales are currently riding on a rising trend and a recent strategic review has shown that there remain exciting opportunities for rapid and profitable growth.

This new appointment represents the first step in the board's plan to realise this potential. The appointee will have full support in the pursuit of available economies in production costs per ton, boosting output and significantly increasing market share.

The requirement is for considerable general management experience in the cement manufacturing industry. Extensive

acquaintance with Middle East markets would be a distinct advantage.

Tax free package includes well furnished family accommodation, utilities, car, six weeks annual leave, first class family travel once per year.

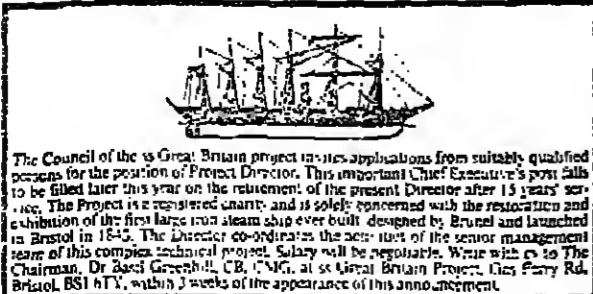
Please write, giving details of age, qualifications, experience and salary history, quoting ref. 1996/T, to M. R. P. Blanckenhagen, Executive Selection Division, Peat, Marwick, Mitchell & Co., 165 Queen Victoria Street, Blackfriars, London EC4V 3PD.



THE VICTORIAN SOCIETY wishes to appoint a new SECRETARY

This is the senior administrative post in the National Society concerned with the study and protection of Victorian and Edwardian architecture and other arts. Administrative experience and ability essential. Salary negotiable. For details contact:

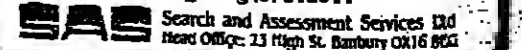
The Victorian Society
1 Priory Gardens, London W4 1TT.
Tel: 01-994 1013



Redundant - or just looking?

Our job search and career counselling services are individually tailored to meet the needs of senior executives (men and women) in mid-career, and get results - guaranteed. Phone -

London (01) 499 0321 Bristol (0272) 21 1967
Cardiff (0463) 575090 Exbury (0295) 99885
Reading (01) 21 123 11



Search and Assessment Services Ltd
Head Office: 21 High St, Banbury OX16 6BJ

GENERAL APPOINTMENTS

Trade 01-278 9161/5

KINGCOME DESIGN

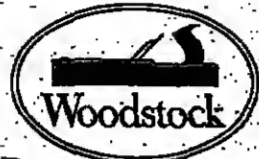
SENIOR INTERIOR DESIGNER

Kingcome Design is based at 13 Walton Street and is becoming increasingly involved in Turnkey Design Projects at home and abroad.

We are urgently seeking an experienced Designer/Decorator with a proven track record, who would like to help our young, enthusiastic team to exploit the opportunities presenting themselves and is capable of working with clients at all levels on a wide variety of projects both domestic and commercial.

If you would like to be considered please telephone B Dunlop in the first instance, L M Kingcome Limited, 304 Fulham Road, London, SW10 9EP. 01-351 3998.

KITCHEN DESIGNER/PROJECT CO-ORDINATOR



Woodstock design and make the finest quality hand wood kitchens, bedrooms, furniture and interiors. We require another mature and talented person with proven experience to meet with our discerning clients, plan and detail work for manufacture in our WCI workshops and take responsibility for entire projects. Experience for high quality joinery an advantage. Job satisfaction and excellent career prospects.

Woodstock Furniture
London, WCI. 01-833 0404.

COMMERCIAL PROPERTY ADVERTISING SAVILLS

Rare opportunity to join hectic marketing department who do not know the difference between night and day or understand the meaning of the word 'panic'. This is not a creative appointment. We need someone to coordinate commercial advertising, brochures and new ideas. Must be able to liaise at all levels. Related experience would be an advantage.

Apply in writing to:
MRS GERSHUNY-ROTH,
MARKETING MANAGER
SAVILLS
20 Grosvenor Hill, Berkeley Square, London W1.

IBM Computer Recruitment Consultant

We are an expanding agency within the information technology industry who deal exclusively with IBM systems professionals.

If you want to move into this progressive field, are ambitious and articulate read on.

You will be 21-25 perhaps a graduate, more importantly with experience of recruitment or personnel or computers. The salary, conditions and career structure offered will be hard to refuse. Contact Jayne Boynton or Graham Gould on 01-499 4595, Hatfield, 18 James Street, London, W1M 5EN.

SALES MANAGER

A recently established subsidiary of a European producer of optics, opto-electronics and fine mechanics requires a Sales Manager, who is technically able and sales orientated, to build on existing market share in the UK and Ireland. Product Training will be given and the rewards offered will match the abilities of the successful applicant.

Applications including full C.V. to Box 1819 N, The Times

JOB SEARCH SUCCESS

THE RIGHT MOVE

No matter whether you are seeking another job or considering a new career, we can provide you with effective and professional help.

Our service is tailor-made to your needs and circumstances. With coverage of both advertised and unadvertised vacancies, we aim for more success - in less time and at less cost.

For a free, confidential discussion, senior executives are invited to contact us at:

Mainland Birmingham 021-643 2924

Nottingham 0602-414500

Manchester 0628 73212

Executive Services Guildford 0483-303555

Eltham House, 22 Shaftesbury Street, Birmingham.

Executive Editor

Business management periodical with international audience at director level requires executive editor as No 2 to editor-in-chief. Strong managerial skills and solid background in management or business journalism essential. Publishing company is young, small and entrepreneurial. Competitive salary and excellent profit sharing offered. Thames Valley location. Please submit full c.v. to:

Box 1581 L, The Times

EEC AFFAIRS

Our client is a well established London based public affairs consultancy with a blue chip client list both in the UK and overseas. To further their European service they seek an experienced

SENIOR EXECUTIVE to provide information, advice and the occasional action for their clients on EEC policies and legislation.

The successful candidate will have experience of an EEC institution and of working in French. Experience with Whitehall and Westminster is highly desirable.

Please write in confidence, enclosing an up-to-date CV to the consultancy's advisors: Future Recruitment, 93 Regents Park Road, London NW1 8UR.

£30,000 + p.a.

Would you like to earn this much? If you are based in the London area and would like to work for an independent, Professional Company in the Mortgage / Personal / Insurance business and have a desire for management and success. Sponsor rather than letter, then call:

CATHERINE BOON 01-734 6080

COMPUTER SALES

Junior Sales OTE £20K + car

A number of career opportunities exist for well educated people with previous Sales Support or minimal micro-sales experience who wish to pursue a career in computer sales for clients in North LONDON, the CITY or CROYDON. If you are also a part qualified accountant and under 30 you would be ideal.

IBM Leasing OTE £45K + car

Have you considered using your existing IBM mini/mainframe (or DEC Mini) experience within the world of leasing? The ability to put deals together is so exciting and satisfactory as selling the systems themselves. A good knowledge of leasing without IBM experience is also acceptable - Note your earnings can go to six figures.

DBMS Sales OTE £40K + car

One of the best names in Relational DBMS software package manufacturing, with offices worldwide, requires an experienced articulate sales person for LONDON who can sell into the mainframe/large mini environment. There is enormous sales potential as their products are transportable across virtually all computers.

Micro Sales OTE £30K + BMW

One of the most successful franchises in the world, with branches in 60 London, is looking to expand its Business Centres by recruiting sales staff with two or more years successful Business systems sales experience. A highly qualified support team at each branch makes your selling job that much easier. Top grade company benefits.

The Sales Recruitment Specialists
UCA UNIVERSAL COMPUTER ASSOCIATES LTD
Trofeger House, Grenville Place, London, NW7 3SA
Telephone: 01-959 1198/3611

Creative Personnel Role in the City

Package up to £22k



Our client, a subsidiary of a major industrial multi-national, is a financial services group employing over 500 people. The group's activities include merchant banking, investment management, factoring, stockbroking and property development.

Fifteen months ago the group acquired one of the UK's leading independent stockbroking firms which has since expanded significantly to over 200 staff.

The acquisition and subsequent growth has highlighted a need to rationalise terms and conditions and remuneration and benefits structures, as well as establish sound manpower planning and management development programmes. Computerised personnel systems will be needed to meet these objectives.

Candidates, of graduate level, aged mid 20s to early 30s, must have well developed social skills with the flexibility to relate to different styles within the same organisation. Numeracy is essential.

Experience in a generalist personnel role with a bias towards compensation and benefits would be appropriate. A background within the financial services sector would be advantageous but is not essential.

Please telephone Mark Tullitt on 01-491 4014, quoting ref. 1602M for a Personal History Form or write to him at:

COURTENAY PERSONNEL LTD.

Management Selection and Recruitment Consultants,
Harbridge House, 3 Hanover Square, London W1R 9RD.

Traffic Commissioners

£25,530

To meet the terms of the 1985 Transport Act we wish to appoint Commissioners to the Eastern Traffic Area (Offices in Nottingham and Cambridge) and the South Eastern Traffic Area (Office in Eastbourne). The posts will become vacant on 31 May 1986 and 31 August 1986 respectively.

The Traffic Commissioner will be responsible for the licensing of bus, coach and goods vehicle

operators, the registration of local bus services and the creation of related traffic regulations. These procedures may necessitate public inquiries. Responsibilities also include HGV and PSV licensing.

Candidates, normally aged between the mid-forties and mid-fifties, must have had managerial, administrative or other relevant experience, which could have been gained in transport (preferably road transport), in the courts or in administrative tribunals. A legal qualification would be an advantage. The age of retirement is 65.

For further details and an application form (to be returned by 14 February 1986) write to Civil Service Commission, Alencon Link, Basingstoke, Hants RG21 1JB, or telephone Basingstoke (0256) 468551 (answering service operates outside office hours). Please quote ref: G/6769.

Department of Transport
The Civil Service is an equal opportunity employer

LEASING EXECUTIVE PUBLIC SECTOR ORIENTATED

As a leading firm in the leasing world, we are looking for an experienced, self-motivated person to join our well established team. Your task will be to build on and expand still further our share of the Public Sector Market.

Ideally the successful applicant will have at least 2 years proven leasing experience, good client liaison skills and be aged between 24 and 32 years old.

Remuneration will be circa £15,000 dependent on age and experience although a higher salary may be offered to an exceptional candidate.

Please apply with full C.V. in confidence to: T.A. Jones, Personnel Manager, International City Holdings PLC, 34-40 Ludgate Hill, London EC4M 7JT.



Charles Fulton (Leasing) Ltd
a member of
International City Holdings PLC Group

TVHS Thames Valley Housing Society Limited

FINANCE CONTROLLER (c.£16,500)

This is a key position in our Corporate Management Team to be responsible for the accountancy work of the Society and financial control at all levels.

TVHS is an expanding housing association providing a diversified range of housing options. By 1987, we shall be managing 1,700 properties in W. London, Surrey and Hampshire, both rental and leasehold. We are also using Right to Buy and other funds for privately financed projects.

We are looking for a qualified ACA, IPFA, ICMA or ACCA with good management abilities and experience. A higher remuneration package may be considered for applicants with suitable housing association experience.

For further details and an applications form contact:-
John Cross, Deputy Director, Thames Valley Housing Society Limited, 1 King Street, Twickenham. Tel: 01-891 0202.

Closing date: 7th February, 1986

Cranfield Director

SCHOOL OF MANAGEMENT

Sought by this leading business school to head up a team of over 50 academic staff whose activities cover MBA programmes and specialist management courses and research for industry and commerce.

• THE DIRECTOR is responsible for all aspects - financial, academic, administrative - of the School of Management, which is part of Cranfield Institute of Technology.

• THE TRACK RECORD will need to include evidence of intellectual leadership combined with business skills. A teaching background is desirable but not essential.

• AGE 35-50. Salary indicator over £35,000.

Would those who are interested please send details of their career in complete confidence to D. A. O. Davies who is acting as adviser to the Institute.



10 Hallam Street, London, W1N 6DJ. Telephone: 01-580 2924

Manager

London

Office



Van Dyke Energy Company

Van Dyke is an oil and gas exploration company with current activities principally in the Netherlands sector of the North Sea. Van Dyke groups have participated in the Rijn and P/9 oil fields and other significant discoveries.

In line with our planned expansion into additional countries, we are now recruiting a Manager for our London Office. This will be a challenging career for an explorationist with a background in geology or geophysics, having at least 5 years management experience. This position will interface with our Houston based technical and management personnel, as well as with other oil and gas exploration companies.

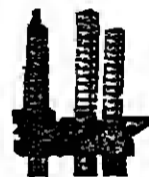
We offer an excellent remuneration package.

Please write, enclosing CV, or telephone:

Van Dyke Energy Company

11/12 Buckingham Gate
London SW1E 6LB
Tel: 01-828 7523

One Greenway Plaza
Houston, Texas 77046
Tel: (713) 877-8544



A COMPANY WITH A FUTURE

General Manager

N.W. London c£20,000

You are ideally a graduate, aged 27-35, with sales and marketing experience probably gained within an aggressively marketing-led company. You are extremely ambitious and seek fresh career impetus in an informal yet progressive environment.

Our client, turnover £3m, operates both in Europe and the U.S. in the fast expanding leisure market and rapid growth, both organically and through acquisition, should lead to a U.S.M. quotation.

Your role will initially involve key accounts negotiation, instigating new projects, as well as the motivation and supervision of sales and marketing personnel.

Additionally, and perhaps more importantly, you will be working at a senior executive level in identifying future growth prospects, whilst efficiently managing and developing existing business, and accordingly will have a unique opportunity to assume full general managerial responsibility at Board level.

Please write or telephone Paul Ballard, Divisional Manager, quoting Ref: LG1848.



Management Personnel

Recruitment Selection & Search
2 Swallow Place, London W1R 7AA
Telephone: 01 408 1694 (out of hours 0702 553829)

Personnel Assistant/Secretary

Central London c£8,000

Are you interested in a career in Personnel?

Mercury Communications is one of Britain's fastest growing companies and is now successfully established as the alternative to British Telecom.

You will administer a wide range of personnel activities, including recruitment, salaries, and computerised records. Word processing skills would be an advantage.

Ideally, educated to 'A' level or degree standard, you should have good secretarial skills, a pleasant personality, and the ability to cope with a high workload.

We have pleasant offices and other benefits include season ticket loan and staff restaurant.

Please write with full details to Susan Tomlinson, Personnel Assistant, Mercury Communications Ltd, Ninety Long Acre, London WC2E 9NP.



FINANCIAL & ACCOUNTING APPOINTMENTS

Trade 01-278 9161/5

Technical Education Posts Overseas

Kenya Institute of Administration

Senior Lecturer in Accountancy (3 posts)
 Duties: Post 1 is principally to teach financial management to final professional accountancy students; candidates should also be able to offer management accounting and/or financial accounting and/or taxation.
 Post 2 is principally to teach auditing to final professional accountancy students; candidates should also be able to offer management accounting and/or financial management.
 Post 3 is to assist the Head of Department of Regional and Urban Studies - Local Government Accounting and Finance; to design special training programmes for finance and accounting staff of local authorities etc.
 Qualified candidates, preferably aged 30-50 years, must be British with a UK educational background. Applicants should possess either a Master's degree in Accounting or professional qualifications (eg IFFA, ICMA, ACCA) and have five years teaching experience and two years practical experience.
 Salary: a basic salary paid locally by the Government of Kenya on a scale ranging from Ksh 58,560-82,220 (£1-Ksh 23.3) plus a normally tax-free supplement paid by the British Government under its aid programme ranging from £9,012-£13,164 subject to point of entry on the salary scale and marital status. Benefits include 25% terminal gratuity on basic salary, air passages, baggage allowance, appointment grant. Children's education allowances and holiday visits may also apply for UK-based children.
 Contract: Initially for 30 months with the Government of Kenya.
 Date of appointment: by mutual agreement with Kenya Institute of Administration but preferably as soon as possible.
 Closing date for applications: 28 February 1986.
 Reference: 85 K 91-83

For further details and an application form please write, quoting the post reference number, to: Overseas Educational Appointments Department, The British Council, 90-91 Tottenham Court Road, London W1P 0DT.



BADENOCH & CLARK

VAT CONSULTANTS

£12,000 - £16,000 + Bens

On behalf of several City based Institutions, both international firms of Chartered Accountants and Merchant Banks, we are currently recruiting bright and ambitious individuals for their existing VAT groups. Additional opportunities also exist nationwide, in particular in Manchester, Cardiff and Northampton.
 Ideal applicants will be graduates, in their mid twenties to early thirties, with substantial VAT experience gained within Customs and Excise. Technical expertise and polished communication skills are essential qualities, whilst candidates should be enthusiastic, outgoing and confident. Superb prospects in this rapidly expanding area.
 Please contact **Timothy Burrage** or **Rachel Cairne**.

TRAINEE MANAGEMENT CONSULTANTS CITY

£14,000

We are currently recruiting on behalf of a medium size City public practice who are seeking newly qualified graduate accountants (preferably ACA, ICMA Finalists will be considered), to train as management consultants in their associated consultancy arm. Applicants should have a good examination record and will be required to assist clients on assignments ranging from: objective market/business assessments, acquisition and divestment appraisals, cost reduction programmes, organisation studies and systems evaluation and implementation.
 For further information or to arrange an informal discussion contact **Colin Perkins** or **Jon Vares**.

Financial Recruitment Specialists
 16-18 New Bridge St, London EC4V 6AU
 Telephone 01-583 0073

Gabriel Duffy Consultancy



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For an informal chat ring Dennis Bignell or David Prince (0992) 555305. Details and application forms are obtainable by ringing Hertford (0992) 555307 (available 24 hours).
 Closing date for applications to the County Treasurer, County Hall, Hertford SG13 8DQ, is 4th February 1986.

Hertfordshire County Council

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Write or telephone **Nicolas Mabin, Regional Manager**
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 Telephone 01 408 1694 (out of hours 01-809 2783)

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To complement the development of our global network and to meet the increasing demand for our services, we are seeking to recruit two additional, highly-motivated consultants for our European team based in London who will concentrate on the recruitment of banking executives in German-speaking Europe. We would also be interested to hear from candidates who may not have the required language ability but would like to be considered for similar positions within the Company.

To develop new relationships and maintain our existing ones in Germany, Luxembourg and Switzerland, you must have total command of the German language and an understanding of the business climate. Ideally aged between 28 and 33, you will have sound marketing abilities and a knowledge of international banking, gained from a minimum 5 years' experience in banking or from a relevant consultancy. Obviously, good communicative and interpersonal skills are also necessary.

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It is essential that candidates are articulate and confident in order to conduct the necessary business development and marketing. They should be self motivated and keen to be involved in the team's development.

A very attractive remuneration package will be offered.

Interested applicants should write, enclosing a detailed curriculum vitae, to Neal Wyman BSc ACA, Manager, Corporate Finance Division, at 39/41 Parker Street, London WC2B 5LH, or telephone him on 01-404 5751 quoting ref. 6196.

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For further details or write with full CV to:
 Graeme MacLeod
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 12-13 Henrietta Street,
 Covent Garden, London WC2E 8LH.

HORIZONS

A guide to
career development

How to cope with culture shock

Living and working overseas can be extremely rewarding, but it is also stressful and relatively few companies take effective measures to ease the adjustment in lifestyle. Staff working below par can damage the company's relations to clients and existing staff, as well as losing time and money.

Companies neglect selection, briefing and support of expatriates at their peril, when you consider that the cost of maintaining an expatriate is three times their annual domestic salary.

The technically superior candidates may be less able to cope with stress than a less-qualified colleague. Doctors have long recognized that the combination of two or more changes in the normal constants of everyday life can cause considerable stress, often manifested by physical or mental illness.

Change of home, job, lifestyle and friends, and loss or separation from a marital partner, are all major stress engendering factors. The new expatriate, frequently deprived of his traditional means of support and solace, commonly experiences at least three of these factors.

Most prospective expatriates have given some thought to what their life style will be like in their new posting, but they frequently assume that exercising their professional skills will be similar to doing so at home. Any concern with differences is usually

Excluding small talk can appear offensive

with the obvious physical ones, such as the climate. Even then it is hard to envisage how this will affect daily life. Different nationalities do not necessarily share the same assumptions and expectations about life, or about how other people should behave. For example, in Saudi Arabia normal codes of behaviour are very different from those in the UK. The power of religion is considerable. Islam is perceived by Saudi nationals to regulate the legal and political system and the conduct of all aspects of everyday life. To Westerners they may seem harsh, but to the indigenous population that is the way life is.

In the work environment, differences may be masked by the superficial appearance of the workplace. An office looks much the same anywhere in the world, but the ways of doing business, motivating and disciplining staff, attitudes to time and concepts of loyalty and management style may vary enormously.

In many parts of the Far East, expatriates become frustrated at the indolence or even insolence of subordinates, who accept a decision without discussion and then choose to ignore it.

The local subordinate perceives the situation quite differently. If a decision is considered to be a poor one, rather than cause a superior loss of face, particularly in public, it is far more politic to act as if no decision

Becoming an expatriate demands a dramatic change in lifestyle.

Corinne Julius examines
this experience

was taken and, therefore, no action is required.

Also, plunging into negotiations without indulging in small talk precludes personal assessment and breaches good manners. The uninitiated expatriate may feel frustrated or even insulted at the delay, while to the contrary it is the Westerner's hurried approach that is offensive.

In Nigeria, expatriates may take umbrage at being kept waiting, misinterpreting the somewhat different attitude to time and the constraints of poor communication which mean that people drop in unexpectedly to discuss business.

The expatriate is often aware that something is not right and usually unaware how much he is misinterpreting the local culture. Many feel permanently ill at ease. They are not aware what is wrong, but simply that things are not quite right.

A common response is hostility to all things local, which can then lead to aggression towards colleagues and family.

Adjusting to life abroad is a long process, but it has well-documented high and lows. If the expatriate is not intimidated into an immediate return home by a hot, smelly and seemingly chaotic arrival, there is likely to be a brief honeymoon period of several weeks. But soon the hassle of achieving even the most trivial task brings on the next stage of what has become known as culture shock.

The tell-tale signs of culture shock are over-dependence on alcohol, continual complaining, denigration of people and things locally, the glorification of the UK, increased aggressiveness and marital problems.

There are three standard responses to culture shock. The most common response occurs when the expatriates, exhausted by trying to achieve objectives defined in British terms, in what is perceived increasingly as an hostile environment, recreates a "Little England".

He falls back on vilifying everything local and as a corollary praising the way things were done at home. This rejection arouses real hostility from local people, setting up a vicious circle. The expatriate spends more and more time with other expatriates and, as a consequence, is less and less effective at his job. The cycle is often only broken with a short sharp shock such as home leave.

The second is the complete antithesis, but equally unrealistic. Appalled by the Little Englander mentality, the expatriate goes to the other extreme - "going native" - by

living as a local. This is perceived as patronizing by host country nationals.

The third, and most effective response, is frequently obtained after a period of Little England. The expatriate comes to appreciate the need to adjust to a new culture and the values and expectations of the host country, without abandoning his own.

He understands that the society's values are effective in everyday behaviour and tries to find out why things are as they are. Decisions are taken, but qualitative judgements are not made.

It is almost impossible to avoid culture shock. Ideally, a prospective expatriate needs to find out as much as possible about not only the job, but also the host country before accepting an assignment.

It is essential to try to assess not only what conditions will be like, but what effect expatriation will have on the whole family. Leaving a family in the UK necessitates adjustment by all parties and uprooting the family even more so, especially as wives denied the possibility of continuing their careers abroad, are at the sharp end of culture shock.

Families where the children and spouse are unhappy cannot give support to the working expatriate and are frequently the cause of early termination of contract, or an unhappy and ineffective overseas tour.

A smattering of the local language is a great help

Adequate preparation involves talking through the consequences to, and with, all members of the family. It is essential to gather information on history, geography, climate, politics, government and religion in the country.

Much can be acquired in print, but it is also worth considering a briefing course. The more that is known about the culture the better, including a smattering of the local language.

It also pays to be well-informed on matters that may affect the family such as finance, taxation, letting the house, children's education.

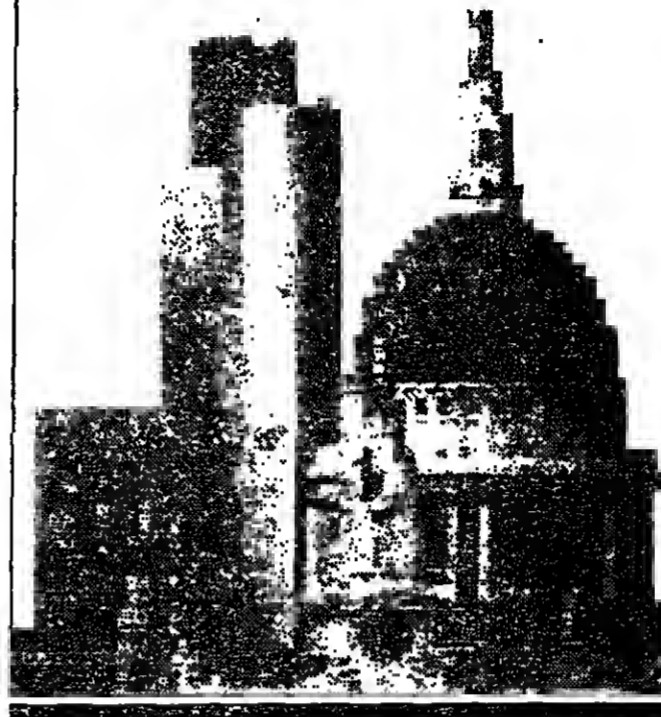
On arrival, time is needed for adjustment both physiological and mental. There is considerably physiological stress in coping with so many new stimuli often in different physical conditions.

Physical strain affects mental state. Being tired and depressed is part of the pattern of adjustment. Trying to understand the reasons for frustrations helps to reduce it, and to make expatriate life a rewarding, exciting and stimulating experience.

Send a stamped addressed envelope to Special Reports (Expatri), Room 137, The Times, 200 Gray's Inn Road, London WC1X 8EL for further information on briefing courses and sources of information.

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In the first instance please contact Andrew Stewart or Jonathan Williams on 01-404 5751 or write to them, quoting ref. 3590, at Michael Page City, 39-41 Parker Street, London WC2B 5LH.



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Telephone: 01-734 0493.